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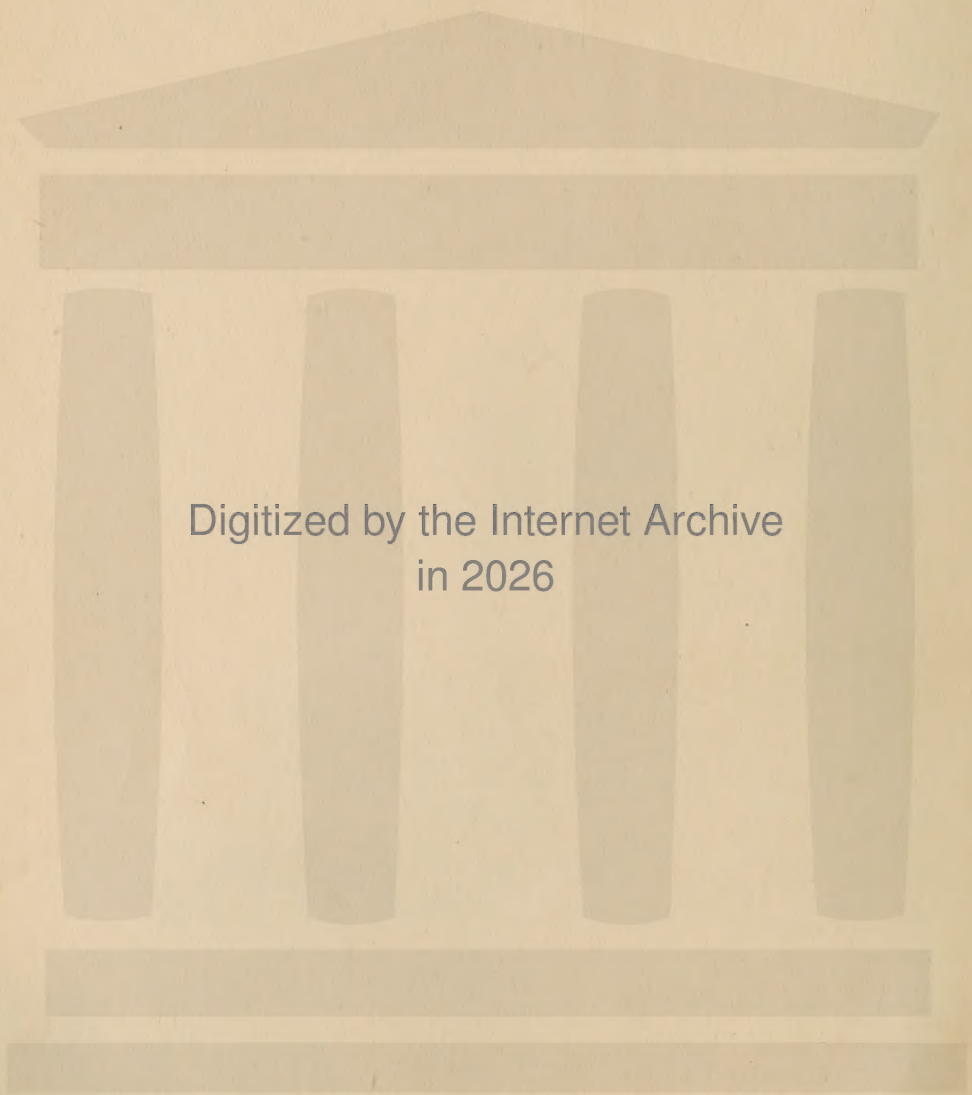

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REPORTS

FROM

COMMISSIONERS:

TWENTY-TWO VOLUMES.

—(20.)—

POLICE (COUNTIES AND BOROUGHS);
POLICE (SCOTLAND); TRADES UNIONS.

Session

10 *December* 1868 —— 11 *August* 1869.

VOL. XXXI.

1868-9.

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1868-9.

TWENTY-TWO VOLUMES:—CONTENTS OF THE

TWENTIETH VOLUME.

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(PRESENTED PURSUANT TO ACT OF PARLIAMENT.)

Ordered, by The House of Commons, *to be Printed,*
19 *February* 1869.

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No. 1. Eastern Counties, Midland, and North Wales District.

No. 1.—EASTERN COUNTIES, MIDLAND, AND NORTH WALES DISTRICT.

TWELFTH REPORT of Lieutenant General *Cartwright*, Her Majesty's Inspector of Constabulary for the Eastern Counties, Midland, and North Wales District, for the Year ending 30th September 1868.

To the Right Honourable *Gathorne Hardy*, Her Majesty's Principal Secretary of State for the Home Department.

Sir,

I have the honour to lay before you this my Twelfth Annual Report of the state and efficiency of the Police in No. 1, or the Eastern Counties, Midland, and North Wales District.

Of the 23 counties under my inspection, I have to report the following efficient:—

COUNTIES.	Population, 1861.	COUNTIES.	Population, 1861.
ENGLAND:		England—*continued.*	
1. Bedford	117,347	14. Stafford	630,829
2. Bucks	160,022	15. Suffolk, East and West	292,631
3. Cambridge, with Isle of Ely	140,575	16. Warwick	193,123
4. Essex	291,924	17. Worcester	249,154
5. Hertford	141,209		
6. Huntingdon	64,250		
7. Leicester	169,356	NORTH WALES:	
8. Lincoln	343,140		
9. Norfolk	317,295	18. Anglesea	54,609
10. Northampton, and the Liberty of Peterborough.	190,509	19. Carnarvon	92,776
		20. Denbigh	104,316
11. Oxford	140,730	21. Flint	69,849
12. Rutland	21,867	22. Merioneth	38,888
13. Salop	217,379	23. Montgomery	66,919

Of the Borough Forces under my inspection, I have to report the following efficient:—

EFFICIENT BOROUGHS.	Population, 1861.	EFFICIENT BOROUGHS.	Population, 1861.
1. Albans, St.	7,675	19. Lincoln (City)	20,995
2. Banbury	4,055	20. Louth	10,468
3. Bedford	13,412	21. Ludlow	5,178
4. Birmingham	295,955	22. Newcastle-under-Lyme	12,638
5. Boston	15,038	23. Northampton	32,813
6. Cambridge	26,351	24. Norwich (City)	74,414
7. Colchester	23,730	25. Stamford	8,044
8. Coventry	40,937	26. Shrewsbury	23,000
9. Grantham	4,954	27. Stratford-on-Avon	3,672
10. Great Grimsby	11,032	28. Sudbury	6,879
11. Great Yarmouth	34,573	29. Walsall	37,762
12. Hertford	6,769	30. Warwick	10,589
13. Ipswich	37,719	31. Wisbeach	9,218
14. Kidderminster	15,399	32. Wolverhampton	60,858
15. King's Lynn	15,981	33. Worcester (City)	32,000
16. Leamington (Town)	17,452	34. Wycombe	4,222
17. Leicester	68,168		
18. Lichfield (City)	6,893		

Boroughs consolidated with Counties having Efficient Forces.

BOROUGHS.	Population, 1861.	BOROUGHS.	Population, 1861.
ENGLAND:		England—*continued.*	
1. Beccles	4,266	13. Tamworth	4,326
2. Bury St. Edmunds	13,318	14. Thetford	4,208
3. Dudley	44,975	15. Wenlock	16,699
4. Evesham	4,680		
5. Eye	2,430	NORTH WALES:	
6. Godmanchester	2,438	16. Bangor	6,738
7. Harwich	5,070	17. Beaumaris	2,558
8. Huntingdon	3,816	18. Carnarvon	8,512
9. Orford	948	19. Denbigh	5,946
10. Oswestry	5,414	20. Flint	3,540
11. Saffron Walden	5,474	21. Montgomery	1,276
12. Stafford	12,532	22. Welchpool	5,004

The following Forces remain inefficient either as to number or discipline :—

Boroughs over 5,000 Population.

BOROUGHS.	Population 1861.
1. Bridgnorth	6,086
2. Oxford (City)	28,261

Boroughs with Inefficient Forces under 5,000 Population

BOROUGHS.	Population, 1861.	BOROUGHS.	Population, 1861.
ENGLAND:		England—*continued.*	
1. Bewdley	3,071	6. Maldon	4,747
2. Buckingham	3,847	7. Southwold	2,032
3. Daventry	4,124		
4. Droitwich	3,123	NORTH WALES:	
5. Dunstable	4,484	8. Pwllheli	2,795

No. 1.
Eastern Counties,
Midland,
and North Wales
District.

GENERAL REPORT.

COUNTY FORCES.

The district has been re-arranged, by which the counties of Derby and Nottingham, with the boroughs included in those counties, have been transferred to No. 2. district.

All the county forces under my inspection are efficient in number and discipline. The vacancies by resignation or dismissal continue to diminish—the effect of a more liberal classification, and also in many counties of the limit to the upper classes having being removed.

The difficulty of obtaining the right class of men to fill the vacancies is however still felt; but from the information I have extensively received, and from my own experience, I find those entering from agricultural employment by far the most likely to continue in the force, and make the most efficient policemen.

The extra duties of inspectors of weights and measures, common lodging-houses, and nuisances, are more or less carried out by the county forces, in addition to the relief of vagrants.

In several counties severe extra duty was placed upon the constabulary during the Fenian excitement, and their exertions to carry out the orders they received from the authorities have been throughout the district reported to me as satisfactory. In the county of Warwick a special extra duty was thrown upon the county force in guarding the exterior of the county prison for several weeks. This naturally weakened the force for other duties, but I am happy to state that the arrangements made by the chief constable were such as to protect the public property, as well as to guard the prison, to the entire approbation of the authorities.

The united power of county and borough police forces is year by year increasing, where they are both efficient, but such union never can exist if an efficient county force is to do the work of an inefficient borough; and, according to law and common sense, county forces cannot be expected to assist those who will not assist themselves.

BOROUGH FORCES.

The boroughs of Chesterfield, Derby, Glossop, Newark, Nottingham, and Retford, have been removed to No. 2 district.

There are now 34 boroughs with efficient independent forces, besides 22 boroughs which have consolidated with their respective counties.

Bridgnorth and Oxford still remain inefficient, the former from weakness, the latter from a total want of discipline or organization, being without an efficient head constable, without any system or regulation, besides the authorities not enforcing the provisions of the Act of Parliament as to superannuation funds, and the mode of funding the fees for the service of summonses and the execution of warrants.

A prospect of a better state of things is however held out by the Act of Parliament passed the last Session, which enables the university and city to unite for police purposes.

Of the eight small boroughs under 5,000 population, I have to report that they are still in their inefficient state, and, as far as I can see, are likely so to remain till the Legislature interferes. It is a serious drawback to the general well-working of the force, and I do not hesitate again to state that the general efficiency of the constabulary never can be confirmed until these small boroughs are forced into consolidation.

In my last Report I mentioned that many boroughs had abolished all limitation of classes, and this year I can state that the opening of classes to all is now the rule, and the limitation the exception; and that I have invariably found where it has been tried that the result has been most encouraging.

The extra duties correspond with those undertaken in counties, and as vacancies

vacancies occur in the inspection of nuisances, weights and measures, and common lodging-houses, I generally find they are given to the police, which I consider a step in the right direction, as being placed in the hands of responsible officers, who can act without showing any favour or affection to any individuals.

After 13 years' experience, I am bound to state that in the boroughs with efficient forces, and more particularly in large boroughs, where I was led, upon my appointment, to suppose I should meet with obstruction, I have universally received the greatest support. And it is with gratitude to them I publicly state that I cannot bring to my mind any suggestion I have ever deemed it my duty to offer, that did not receive at the hands of the authorities due and just consideration.

I now venture to make some remarks upon the following subjects:—
First, as to vagrancy.
Second, as to the superannuation fund.
Third, as to license-holders, or ticket-of-leave men.

Vagrancy.

The subject of vagrancy is one that must create universal attention, from the enormous increase of those who are not honest, destitute wayfarers, but men who prefer the erratic mode of life to work of any description, and who by their bad habits form a large proportion of the number of criminals thrown at a heavy expense upon the country.

Having for many years endeavoured to draw public attention to the subject by giving every information I could collect as to suggestions towards a remedy for this deplorable state of things, I now report those which I have this year collected from various sources.

RETURN of Vagrants, showing the Number in each County on Tuesday, 7th April 1868, and the Number Apprehended and Committed during the Year.

County.	Daily Number of Vagrants as taken by Census, 7th April 1868.	Number of Vagrants Apprehended during the Year.	Number of Vagrants Committed to Prison during the Year.
Bedfordshire	164	29	23
Buckinghamshire	210	123	80
Cambridgeshire	54	30	27
Isle of Ely	126	42	38
Essex	296	35	26
Hertfordshire	410	48	30
Huntingdonshire	118	9	7
Leicestershire	344	50	47
Lincolnshire	555	766	654
Norfolk	98	167	150
Northampton	119	80	52
Peterborough (Liberty)	6	3	2
Oxfordshire	203	262	195
Rutlandshire	5	1	—
Shropshire	223	441	362
Staffordshire	1,003	462	150
Suffolk, East	75	24	19
Suffolk, West	121	16	10
Warwickshire	331	50	37
Worcestershire	223	194	125
Total	4,684	2,832	2,034

RETURN of VAGRANTS, showing the Number in each County on 7th April 1868, &c.—*continued.*

COUNTY.	Daily Number of Vagrants as taken by Census, 7th April 1868.	Number of Vagrants Apprehended during the Year.	Number of Vagrants Committed to Prison during the Year.
NORTH WALES:			
Anglesea	31	43	35
Carnarvonshire	53	114	73
Denbighshire	78	37	25
Flintshire	52	78	50
Merionethshire	72	41	36
Montgomeryshire	211	85	56
TOTAL	497	398	275

The system of relief to vagrants, recently adopted in the Oswestry House of Industry, and furnished to me by Mr. George Fulcher, the intelligent governor of that establishment, requires great consideration, viz.:

In the newly-erected vagrant wards, of which a plan is annexed, there are eight separate sleeping wards for males; each containing a guard bed, a rug, a pint jug for water, and a utensil; and four others, each containing two guard beds, two rugs, &c. There is also a separate bell-pull in each ward communicating with the porter's lodge, where two attendants are on duty (inmates of the workhouse) all night, and one during the day.

There is therefore separate accommodation for 12 men, and if the number exceeds that, which is rarely the case, the double cells are occupied by two, thus affording accommodation for 16 men.

The female ward, although in the same range, is separate and complete in itself, containing one sleeping-room, and providing accommodation for 8 or 10 women and children. Ordinary iron bedsteads, with straw beds and rugs, are in use in this ward, and there is a bath-room and water-closet adjacent.

If on any emergency the males exceed 16 in number, the remainder are placed in the vacant women's ward, the most respectable being always selected for this purpose. The women, if any, are then lodged in the receiving ward of the house. This, however, has only occurred once in four months.

The main features of this system are separation, cleanliness, and the enforcing of labour in return for food and lodging.

The vagrants apply at the police station for a ticket of admission, which is then brought by them to the porter's lodge at the workhouse. He enters their description, &c., in a book kept for that purpose, and then sends them round by the public road to the vagrant ward, where they are received by the attendant, who at once takes them to the bath-room. If more than five arrive at the same time, the remainder are placed in the separate labour wards until they can be attended to. The vagrant is then required to strip off all his clothing and hang them upon a set of hooks, of which there are 20. The clothing is then removed into the fumigating room, in the order in which the vagrants arrive, and the heat there is sufficient to destroy during the night all vermin which may infest them.

The vagrant is then thoroughly bathed in warm water, and is provided with a night-dress made of a coarse material called drabbett, which comes below the knees, and which serves the twofold office of night-shirt and dressing-gown; being further provided with a pair of clogs, he is then shown into his sleeping ward.

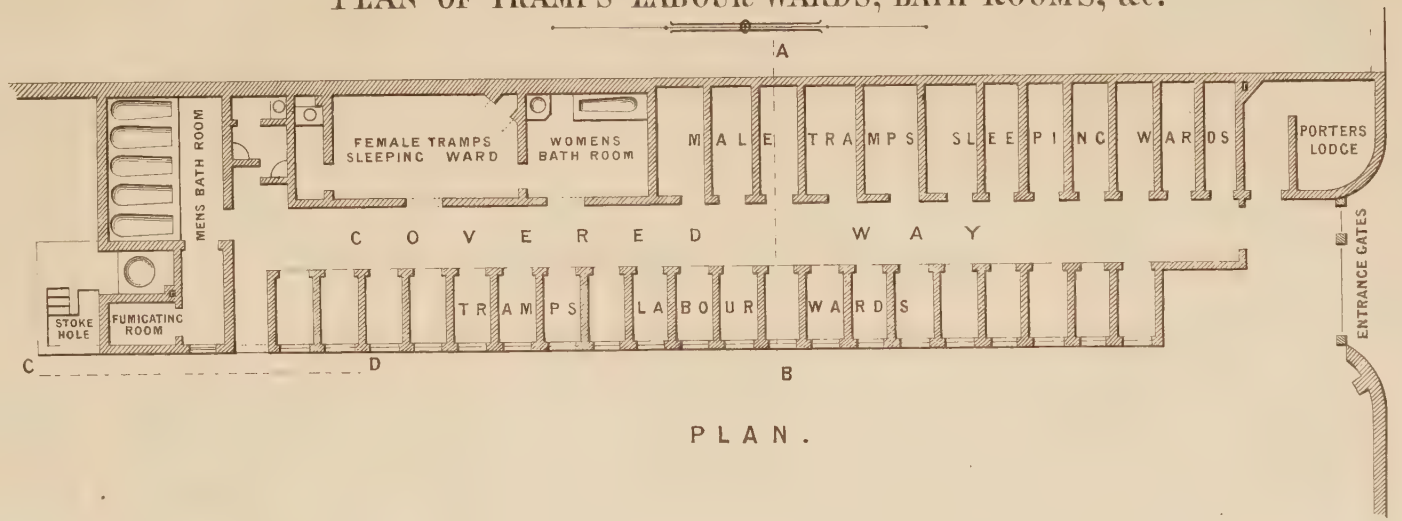
The women are similarly treated in their own wards by an elderly woman, an inmate, who is specially directed to perform the duty.

By removing from the vagrants every vestige of clothing, the facilities afforded for searching them are most effectual.

The supper is served in the sleeping wards to all who arrive before 7 o'clock p.m., and to those who can satisfactorily account for being late, or whose apparent condition is such as to require food under any circumstances. The supper

OSWESTRY HOUSE OF INDUSTRY.

PLAN OF TRAMPS LABOUR WARDS, BATH ROOMS, &c.



PLAN.

ELEVATION ON LINE C. D.

SECTION ON LINE A. B.

The Plan is to a Scale of $\frac{1}{16}$ Ch. to a Foot.
The Elevation and Section to a Scale of $\frac{1}{8}$ Ch. to a Foot.

supper hour is limited to 7 o'clock, to prevent the vagrants begging about the town and neighbourhood after having received the order of admission from the police; and by an agreement with them the time of issuing the ticket is marked thereon, as also any delay that may have occurred at the police station. The supper consists of six ounces of bread and two ounces of cheese, or, in lieu of the latter, one pint of good soup.

In the morning the attendant brings out the clothing, suit by suit, and places it in the labour wards in the number corresponding with that of the sleeping wards occupied by each vagrant respectively. Breakfast is then served to each in the sleeping ward, and consists of six ounces of bread and one pint of oatmeal gruel, of the same quality as that supplied to the inmates; children are dieted the same as those of corresponding ages in the workhouse.

Breakfast over, the male vagrant is removed to the labour ward, where he dresses himself, and where he finds his prescribed task of work ready for him; he is then locked in, and is required to break four cwt. of stone; a hooded screen is let down and fixed at an angle of 40°, and through this he must throw the stones fairly with a shovel. All that are of a proper size pass through into the adjacent yard, and those that are too large for the gauge roll back again into the ward to be rebroken. As soon as the task is completed he is allowed to come out of the labour ward, and is then required to wheel away the stones to the general heap, after which he may wash himself and leave the premises.

As soon as the men are all locked in their respective labour wards the women, if any, are required to scrub out and clean the sleeping wards, the bath-room, their own wards, &c., in charge of the female attendant.

The whole system works easily and effectually, and some hundreds of vagrants have now passed through the routine.

In cases of refusal to perform the task, the delinquent is given in charge, and unless the medical officer certifies that he is physically incapable of performing the task, he is speedily dealt with by a magistrate and committed to prison.

The cost of the buildings, including all additions and alterations, fittings and appliances, together with the estimated value of the original ward, is, in round numbers, 450 *l.*, but I believe the same accommodation could be provided by erecting an entirely new building for 350 *l.*

Each vagrant costs $3\frac{1}{2}$ *d.*, *i. e.*, for food 2 *d.*, and for fuel, lights, soap, &c. $1\frac{1}{2}$ *d.*, and in return for this the value of the labour of each just covers the cost of the food. There is also, in addition, a clear profit upon the sale of the stones of 1 *s.* 4 *d.* per cubic yard.

In the plan, a flue, which is not shown, passes on a level with the floor from the furnace of the fumigating room through all the sleeping wards, warming them to about 60°.

Having given the information I have collected during the year, in addition to my last year's report, there appears to be a sufficient outline of a system that, with advantage to the public, might be made applicable to the whole country for the suppression of vagrancy.

First. By appointing one or more police constables as assistant relieving officers, to register the names of applicants and to give the tickets of admission to the workhouse or tramp ward.

Second. By adopting Mr. Baker's, of Hardwick Court, system of ticket-of-way passes, as reported upon last year, and as practised in several other unions during the present year; with a suggestion that auxiliary tramp wards should be erected at police stations on main roads*, where the distance between workhouse and workhouse is too great for the traveller to arrive in fair time with only a common amount of mileage to be performed.

* Where practicable, I would suggest that vacated toll-houses should be converted into fit and proper police stations.

Third. By adopting some such system as reported from Oswestry, with a suggestion that a tramp master should be employed to reside, who might be obtained from the class of good-conduct police pensioners, so that a small additional amount of salary only would be required, giving him the powers of a constable under the 19th section of the 3 & 4 Vict. c. 88.

Fourth. That all professional tramps committing any offence under the Vagrant Act should be taken before the authorities for committal. At present, under this latter head, there is a great difficulty thrown on the police, inasmuch as that the police constables are not generally supported

when they apprehend persons of the tramp class. From the table before entered, it will be seen how very different the treatment is in the respective counties. But it has been clearly proved by the activity of the police in the counties of Lincoln, Norfolk, Oxford, Salop, &c., and the support given to them by the magistrates, that if the same determination was enforced in the other counties, in a very few months the professional tramp would be so scared that he would be forced to give up the trade and have to resort to ordinary labour for support, particularly if committed during the summer months, which is their harvest.

The only other point to which I think it right to allude is perhaps the most difficult, viz., impressing upon the public the crime they are supporting, by giving indiscriminate relief to all who apply for it. That mendicancy will exist as long as the public encourage it, there can be no doubt; but when a system is established by which all honest wayfarers are properly classified and relieved, and men living by the industry of others, and the indolence of themselves are discountenanced and punished (the authorities and the public combining for that purpose), the problem will have been practically solved. The honest and industrious wayfarer will be assisted on his way, and the lazy and indolent will be compelled to forsake his evil mode of life, which, if persisted in, however thriving for a time, must terminate in a prison or a workhouse.

The Superannuation Fund.

This question remains in the same unsatisfactory state as last year reported, only with this addition, that several counties have been added to the number of those who are on the verge of trenching upon their capital for their annual outgo.

If by any arrangement the present fund could be so supported as to prevent its being reduced, I have no doubt it would be much more satisfactory that it should be maintained. In the county of Leicester the magistrates have resolved that the fees for service of summonses and execution of warrants by the police should be paid into the credit of the Superannuation Fund, instead of being credited to the annual income of the county. By other counties following this example a great assistance would be at once given to the stability of their respective funds; and if it were made illegal to touch the capital, but that any money required in excess of the annual income for the outgo should be paid out of the annual income of the county or borough, the fund would be saved.

Then there is the point to be considered of the uncertainty under the present law of the police constables ever receiving any pension. This is a subject, I do not hesitate to repeat, which is all important to the efficiency of the force. It affects the force in several ways. First, many officers, at the most valuable period of their service, look elsewhere to other situations, who, if they knew that a certain pension might be claimed by them after a certain period of service, would generally remain, at all events, till that time. Then, again, it would lead to the profession being sought after by superior candidates for the appointment of constable. And, lastly, it would remove the impression that the weekly sum subscribed by the force is paid for the benefit of others and not for themselves.

No doubt there is a difficulty in fixing the period at which a constable might fairly be considered to have a claim for his pension. This, however, might be decided by some disinterested party, as naturally the constable might think too short a period would be just, and the authorities might hold the opposite opinion.

I do not venture to give my opinion more than to state that the nature of the service is such as to wear the constitution perhaps in a greater degree than most occupations, and also that the frequent exposure to night air and rough treatment should be an ingredient in the consideration of the subject.

If the funds are to be exhausted, and no period is to be named for a claim to the pension, I feel strongly that the weekly stoppages should be immediately abandoned, if possible, by all, but, at all events, by those who hereafter enter the force, on such conditions.

License-holders, or Ticket-of-Leave Men.

The Police Supervision continues to work very satisfactorily, but the reduction in the number in the district during the past year has hardly given the system a fair trial. That a centre should be established in some office in London is much required, and I copy my preceding report upon this subject for 1865–6, page 8, which has practically been borne out year by year. And as the numbers of those thrown on the country must very largely increase, the necessity for central supervision must become more apparent.

In my Report for 1865–6, page 8, "There requires more to be done to establish the ticket-of-leave supervision as a satisfactory system.

"*First.* On discharge from prison as to arrival or non-arrival at the "place named for his first reporting himself.

"*Second.* As to notice of movement under condition of license, with "date of arrival or non-arrival at the place specified.

"*Third.* Immediate information through the 'Police Gazette,' or otherwise, to the heads of police, on infraction of the condition of the license.

"*Fourth.* A circular to explain to the authorities the mode of proceeding "and payment of expenses in the pursuit and capture of offenders against "the condition of license."

The expense of the additional duty to be carried out by the appointment of an additional clerk at any central office would soon be balanced by the expense saved by the prevention of a very few re-committed ticket-of-leave men.

Mutual Assurance Society.

Having last year stated that a Mutual Voluntary Friendly Society, for a payment towards a widow or children of a deceased constable subscribing thereto, was established, I feel bound to add that, according to the best information I have been enabled to collect—

During the 18 months the association has been in existence, the number of deaths have been seven superior officers and 33 serjeants and constables. The amount collected on the death of a superior officer is about 55 *l.*, and at the death of a serjeant or constable about 18 *l.* But by an alteration recently introduced the amount collected on the death of a serjeant will be increased to a small extent.

The number of members at present is 4,544, including twelve chief constables of counties and the head constables of Birmingham, Leeds, Hull, Norwich, Derby, and other large places.

The Orphans' Home.

The Orphans' Home for the police, initiated by the good work of Miss Blucke, at Brighton, merits all the attention of the well-wishers of the force, amongst whom I shall always be found; but to be of any real value it should be extended and generally supported. The number of children admitted at present to this home is 12; as the force in England and Wales amounts to 24,073, it is impossible to expect this limited charity to meet all demands of those who, dying in the service, leave their children destitute, many of whom I know have to be taken to the workhouse for support. What is required is the organisation of an Extensive Police Orphans' Home, to be thrown at once upon the patronage of the public, with the security of a properly formed committee as the executive.

The Appendix will show the usual returns and averages of crime and drunkenness, with this exception, that the number of indictable double cases are omitted; that is, cases where more than one charge is entered against a prisoner already committed, and awaiting his discharge to be proceeded against; and when a number of persons have been committed for the same offence, both being entered as one instead of placing them in the plural, as reported on detected cases.

No. 1. Eastern Counties, Midland, and North Wales District.

The amount of drunkenness cannot be materially reduced until the mode of licensing public and beerhouses are assimilated; and it is unfair upon the police to expect them to carry out a law which can be so easily infringed by the double system of licensing now in force.

Taking the increased number of licenses granted for public-houses since October 1866, as a proof that these licenses are not so easily obtained as beerhouses licenses, I find that 263 new licenses have been granted to public-houses, while 834 beerhouses have been opened in the 17 English counties and boroughs in this district.

I have, &c.
(signed) *William Cartwright*, Lieut. General,
Her Majesty's Inspector of Constabulary.

REPORTS of Counties and Boroughs respectively

County of Bedford.

Strength of Force - - - - 90.

County of Bedford.

Population, 1861 - - -	117,347	Population to one constable - -	1,303
Area in acres - - - -	280,691	Area to one constable - - -	3,118

RANKS.	Yearly Pay in £.							Weekly Pay in Shillings.						
	Chief Constable.	Superintendents.					Inspectors.	Serjeants.		Constables.				
Number of Classes -	1	1	1	2	1	2	2	3	6	15	19	19	14	4
Rates of Pay -	£. 350	£. 170	£. 120	£. 115	£. 110	£. 105	£. 80	s. d. 27 6	s. d. 25 6	s. d. 22 6	s. d. 21 6	s. d. 20 6	s. d. 19 6	s. 16

Remarks.—Chief constable's travelling allowance, 50 *l.* per annum; superintendent's, for horses, 50 *l.* per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–66 - -	120	107	–	94	246	182	56	522	11	–	8	395	19	–	18
1866–67 - -	123	98	–	91	199	133	40	526	6	–	6	407	19	–	18
1867–68 - -	167*	129	3	102*	178	164	35	538	5	1	4	423	13	–	8

* Exclusive of all double cases.

Extra duties by police: Inspectors of weights and measures, common lodging-houses, and nuisances; assistant relieving officers for casual poor, of whom 5,635 were relieved, being an increase of 641 during the year. Ten constables resigned and one was dismissed. One constable died during the year. One ticket-of-leave man has regularly reported himself; there are no others in the county. Crime and drunkenness appear to be much on the same average as the last two years. The result of drunk and disorderly "proceeded against" were almost all convicted. The force is efficient.

Borough of Bedford.

Strength of Force - - - - - - 14.

Population, 1861 - - - -	13,412	Population to one constable - -	958
Area in acres - - - -	2,309	Area to one constable - - -	164

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.				
	Head Constable.	Serjeants.	Constables.			
Number of Classes -	1	2	1	4	2	4
Rates of Pay - -	£. 142	25 *s.* 6 *d.*	24 *s.*	22 *s.*	21 *s.*	20 *s.*

Remarks.—None.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	15	14	–	11	38	3	5	46	1	–	1	65	–	–	–
1866-67 - -	38	23	–	17	48	19	5	46	–	–	–	67	5	–	5
1867-68 - -	37*	22	3	*16	42	8	9	46	–	–	–	67	–	–	–

* Exclusive of all double cases.

There has been an increase of one police constable during the year. The pay of the serjeant has also been increased.

Extra duties by police: Inspector of weights and measures, common lodging-houses, and nuisances, and assistant relieving officers for casual poor, of whom 3,789 were relieved, being an increase of 511 during the year; crime and detection about the same in proportion as last year; out of 42 persons proceeded against as drunk and disorderly, only 17 were convicted. No beerhouses or public-houses have been proceeded against during the year. The station-house is in good order, and the force is efficient.

Borough of Dunstable.

Strength of Force - - - - - - - 2.

Population, 1861 - - -	4,484	Population to one constable - -	2,242
Area in acres - - - -	451	Area to one constable - - -	225

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.
	Head Constable.	Constable.
Number of Classes - - - -	1	1
Rates of Pay - - - - -	£. 78	22 *s.*

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of.	Proceeded against.	Deprived of License.	Fined.	Number of.	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1866-67 - -	5	1	–	1	19	7	8	28	–	–	–	8	–	–	–
1867-68 - -	*5	6	–	*3	15	13	6	27	–	–	–	10	1	–	1

* Exclusive of all double cases.

Extra duties by police: Inspector of weights and measures, common lodging-houses, and nuisances. The police do not act as assistant relieving officers for casual poor, of whom no less than 7,251 were relieved at the tramp ward during the year. The new station-house is occupied by the head constable, and is in good order.

This force is inefficient from weakness.

County of Buckingham.

Strength of Force - - - - - 124.*

County of Buckingham.

Population, 1861 - - - 160,022 | Population to one constable - - 1,290
Area in acres - - - - 461,980 | Area to one constable - - - 3,725

Ranks.	Yearly Pay in £.						Weekly Pay in Shillings.				
	Chief Constable.	Superintendents.			Inspectors.		Serjeants.	Constables.			
Number of Classes -	1	1	4	1	6	5	7	30	10	40	19
	£.	£.	£.	£.	£.	£.	s. d.	s.	s.	s.	s.
Rates of Pay - -	300	160	125	105	90	80	25 2	23	22	21	19

Remarks.—Chief constable's allowance for travelling, 150 *l.*; average expense of horses and carts, found by the county, 40 *l.* 12 *s.*

* Exclusive of five police constables, under 3 & 4 Vict. c. 88, s. 19.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	254	179	–	147	378	206	62	802	29	–	22	554	22	–	20
1866-67 - -	234	167	–	130	335	228	63	810	44	1	35	550	56	–	51
1867-68 - -	*225	169	23	†119	465	308	88	815	32	–	22	578	34	–	31

† Exclusive of all double cases.

Extra

Extra duties by police: Inspection of weights and measures, common lodging-houses, and nuisances: high constables and assistant relieving officers for casual poor, of whom 9,077 were relieved, being an increase of 1,721 during the year.

Ten constables resigned and five were dismissed; one died during the year. The station-houses are all in good order. Beaconsfield still requires attention.

Two ticket-of-leave men have been re-committed. Out of the 225 indictable cases reported to the police, 23 were discharged for want of prosecution. The drunk and disorderly have largely increased; of the 32 public-houses proceeded against, 22 were fined, but no license has been withheld.

The force is in good order and efficient.

Borough of Buckingham.

Strength of Force - - - - 4.

Population, 1861 - - - -	3,847	Population to one constable - -	960
Area in acres - - - - -	4,777	Area to one constable - - -	1,194

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - - -	1	1	1	1
Rates of Pay - - - - -	£. 75	s. 20	s. 19	s. 18

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	1	1	–	–	10	6	4	29	–	–	–	3	–	–	–
1866-67 - -	2	2	–	2	12	6	6	29	2	–	1	3	–	–	–
1867-68 - -	10*	4	–	4	9	8	4	29	–	–	–	3	–	–	–

* Exclusive of all double cases.

Extra duties by police: Inspection of weights and measures and nuisances.

The pay of the force has been slightly increased, but is still below the average. The head constable is still governor of the prison, which deprives the force of his undivided attention to police work. The area is also too large for the number of constables; the force is therefore inefficient.

Borough of Chipping Wycomb.

Strength of Force - - - - 4.

Population; 1861 - - - -	4,222	Population to one constable - -	1,055
Area in acres - - - - -	122	Area to one constable - - -	30

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.	
	Head Constable.	Constables.	
Number of Classes - - -	1	2	1
Rates of Pay - - - -	£. 90	20 s.	18 s.

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	7	5	–	5	29	18	7	46	4	–	4	10	–	–	–
1866-67 - -	22	20	–	17	37	19	16	47	4	–	4	10	2	–	2
1867-68 - -	16*	15	7	7*	27	13	11	48	–	–	–	10	3	–	3

* Exclusive of all double cases.

No extra duties are performed by the police. Out of the 16 indictable offences reported to the police, seven were discharged for want of prosecution. Of the 10 beerhouses in the borough, three were proceeded against and fined.

The force is well supervised by an active head constable, and efficient.

County of Cambridge.

Strength of Force - - - - 70.

County of Cambridge.

Population, 1861 - - - -	85,256	Population to one constable -	1,218
Area in acres - - - -	290,213	Area to one constable - - -	4,146

Ranks.	Yearly Pay in £.					Weekly Pay in Shillings.			
	Chief Constable.	Superintendents.			Inspectors.	Serjeants.	Constables.		
Number of Classes	1	1	1	2	2	6	21	26	10
Rates of Pay -	£. 300	£. 170	£. 125	£. 115	£. 85	s. 26	s. 22	s. 20	s. 18

Remarks.—Chief constable's allowance for travelling, 80 *l.* per annum; average expense of horses and carts to the county, 42 *l.* 15 *s.* 3 *d.*

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	45	33	–	30	43	30	7	406	6	–	5	313	9	–	8
1866-67 - -	56	46	–	42	63	44	11	402	9	2	8	374	11	–	10
1867-68 - -	68*	64	6	42*	51	41	8	411	10	4	10	380	12	–	12

* Exclusive of all double cases.

Extra duties by police: Inspection of weights and measures, common lodging-houses, and assistant relieving officers for casual poor, of whom 2,344 were relieved, being an increase of 976 during the year. Three constables resigned and two were dismissed. Three ticket-of-leave men have reported themselves regularly during the year, and two changed their residence under the condition of the license. Of the 411 public-houses, 10 were proceeded against, and four were deprived of license, besides two which were suspended but afterwards granted.

The

The pay and classification of the force has been re-arranged, giving the chief constable the power to increase that of any serjeant or constable 1 *s.* per week; as also at once for any special good service, besides throwing open all classes for promotion for good conduct. The station-houses are all in good order, and the force is efficient.

Borough of Cambridge.

Strength of Force - - - - - - 40.

Population, 1861 - - -	26,351	Population to one constable - -	658
Area in acres - - - -	3,470	Area to one constable - - -	86

Borough of Cambridge.

Ranks.	Yearly Pay in £.		Weekly Pay in Shillings.						
	Head Constable.	Inspectors.	Serjeants.		Constables.				
Number of Classes -	1	2	2	3	1	9	7	9	6
Rates of Pay -	£. 170	£. 78	*s.* 25	*s.* 24	*s.* 23	*s.* 22	*s.* 21	*s.* 20	*s.* 19

Remarks.—None.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	53	42	–	31	80	31	11	218	4	–	3	53	13	–	11
1866-67 - -	41	35	–	31	55	19	10	231	4	–	4	50	3	–	3
1867-68 - -	56*	52	6	41*	65	17	10	221	–	1	–	54	5	–	4

* Exclusive of all double cases.

Extra duties by police: Inspectors of common lodging-houses, nuisances, and assistant relieving officers for casual poor, of whom 1,759 were relieved, being an increase of 190 during the year. Five constables resigned, and two were dismissed during the year. Of 65 persons proceeded against as drunk and disorderly, only 27 were convicted. Four constables have been promoted to the first class. The classes are all thrown open, and every encouragement is given to the men to remain in the force. The force is efficient.

County of Isle of Ely (Cambridgeshire).

Strength of Force - - - - 52.

Population, 1861 - - -	55,319	Population to one constable - -	1,063
Area in acres - - - -	221,029	Area to one constable - - -	4,250

County of Isle of Ely (Cambridgeshire).

Ranks.	Yearly Pay in £.			Weekly Pay in Shillings.				
	Chief Constable.	Superintendents.		Inspector.	Serjeants.	Constables.			
Number of Classes	1	2	2	1	6	1	16	15	8
Rates of Pay -	£. 280	£. 120	£. 105	£. 80	£. 26	*s.* 23	*s.* 22	*s.* 20	*s.* 18

Remarks.—The chief constable is allowed 50 *l.* per annum for travelling expenses. No horses are kept in this force.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	44	35	–	34	99	64	22	252	12	2	11	303	17	–	11
1866-67 - -	48	58	–	46	135	106	12	254	13	–	9	311	30	–	27
1867-68 - -	43*	52	–	36*	173	73	36	253	8	1	6	303	17	–	15

* Exclusive of all double cases.

Extra duties by police: Inspectors of weights and measures, common lodging-houses, and nuisances, and assistant relieving officers for casual poor, of whom 2,828 were relieved, being an increase of 1,784, which is to be in some measure accounted for by the appointment having been given this year to the police acting for the North Witchford Union.

Three constables resigned, and one was dismissed during the year. One ticket-of-leave man failed in his condition of license. Of 253 public-houses, eight were proceeded against, three of which were deprived of license. The stations are in order, and the force is efficient.

Borough of Wisbeach.

Strength of Force - - - - 11.

Borough of Wisbeach.

Population, 1861 - - - -	9,276	Population to one constable - -	843
Area in acres - - - -	6,429	Area to one constable - - -	584

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.			
	Head Constable.	Serjeants.		Constables.	
Number of Classes - -	1	1	2	5	2
Rates of Pay - - -	£. 90	s. 22	s. 21	s. 20	s. 18

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of.	Proceeded against.	Deprived of License.	Fined.	Number of.	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	19	16	–	14	51	11	11	50	4	–	3	30	2	–	–
1866-67 - -	39	36	–	23	42	10	9	51	5	–	2	30	1	–	1
1867-68 - -	17*	15	1	8*	74	20	15	51	7	–	5	30	1	–	1

* Exclusive of all double cases.

Extra duties by police: Inspection of common lodging-houses and assistant relieving officers for casual poor, of whom 1,501 were relieved, being an increase of 281 during the year. One constable resigned, and the head constable, who had served faithfully for many years, died.

There has been a marked decrease in the number of indictable offences, and a great increase in drunk and disorderly cases proceeded against, of whom only a small proportion were convicted. Seven public-houses were proceeded against, and five fined during the year. The station-house is in good order, and the force is efficient.

County of Essex, with Harwich and Saffron Walden, exclusive of the Metropolitan Police District.

Strength of Force - - - - 251.*

Population, 1861 - - -	291,924	Population to one constable - -	1,163
Area in acres - - -	984,633	Area to one constable - -	3,922

Ranks.	Yearly Pay in £.						Weekly Pay in Shillings.				
	Chief Constable.	Superintendents.		Inspectors.			Serjeants.		Constables.		
Number of Classes -	1	4	6	5	1	6	4	10	58	100	56
Rates of Pay - -	£. 520	£. 150	£. 125	£. 90	£. 85	£. 80	s. 28	s. 25	s. 23	s. 21	s. 19

* Exclusive of three under the 3 & 4 Vict. c. 88, s. 19.

Remarks.—The chief constable receives 110 *l.* per annum for travelling expenses, and the deputy chief constable has 50 *l.* extra; horses and carts are found by the county at the average expense of 46 *l.* 18 *s.* 9 *d.*

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	387	204	–	184	285	198	52	985	10	–	10	864	33	–	31
1866-67 - -	320	174	–	151	172	128	35	1,006	12	1	11	827	26	–	24
1866-68 - -	377*	243	8	196*	284	196	50	1,003	6	–	6	918	31	–	25

* Exclusive of all double cases.

Extra duties by the police: Inspectors of weights and measures, common lodging-houses, and nuisances. Also all the constables hold deputations under the Board of Customs, and act as assistant relieving officers for casual poor, of whom 16,739 were relieved, being an increase of 627 during the year. Thirteen constables resigned, but there have been no dismissals. About the average number of indictable offences have been reported to the police, with a fair proportion of detections. The number of drunk and disorderly persons proceeded against and convicted has largely increased during the year. Three ticket-of-leave men have regularly reported themselves. One left under his condition of license, and one broke it. The force is efficient.

No. 1.
Eastern Counties, Midland, and North Wales District.

Borough of Colchester.

Strength of Force - - - 24.

Borough of Colchester.

Population, 1861 - - - - 23,730 | Population to one constable - - 988
Area in acres - - - - 11,770 | Area to one constable - - - 490

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes -	1	3	7	6	7
Rates of Pay - -	£. 120	24 s. 6 d.	21 s.	19 s. 6 d.	18 s.

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	51	36	–	30	45	12	6	110	2	1	1	42	1	–	1
1866-67 - -	61	41	–	32	43	16	4	113	2	–	2	42	–	–	–
1867-68 - -	68*	41	–	32*	63	10	19	109	2	3	1	52	1	–	1

* Exclusive of all double cases.

Extra duties by police: Inspectors of common lodging-houses and assistant relieving officers for casual poor, of whom 2,237 were relieved, being an increase of 211 during the year. Sixty-three persons were proceeded against as drunk and disorderly, of whom only 23 were convicted. Three public-houses were deprived of license for general bad conduct. One constable was discharged from ill-health, and one obtained a situation as superintendent of labour at the union workhouse. The force is efficient.

Borough of Maldon.

Strength of Force - - - 3.

Borough of Maldon.

Population, 1861 - - - - 4,785 | Population to one constable - 1,595
Area in acres - - - - - 3,508 | Area to one constable - - - 1,167

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.
	Head Constable.	Constables.
Number of Classes - - - -	1	2
Rates of Pay - - - - -	£. 72	20 s.

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	2	2	-	2	18	7	4	23	-	-	-	8	2	-	2
1866-67 - -	2	2	-	2	16	10	-	23	-	-	-	9	-	-	-
1867-68 - -	3*	3	-	3*	9	9	-	24	3	-	2	9	1	-	1

* Exclusive of all double cases.

No extra duties are performed by the police. This force continues too weak for the population and area; consequently it is inefficient.

County of Hertford.

Strength of Force - - - 117.

Population, 1861 - - - -	141,209	Population to one constable -	1,206
Area in acres - - - -	368,810	Area to one constable - -	3,512

Ranks.	Yearly Pay in £.			Weekly Pay in Shillings.			
	Chief Constable.	Superintendents.	Inspectors.	Serjeants.	Constables.		
Number of Classes	1	4	9	5	50	30	18
Rates of Pay -	£. 500	£. s. 104 10	£. s. 81 18	s. 25	s. 23	s. 21	s. 19

Remarks.—The chief constable's allowance for travelling is included in the pay. The horses, carts, and harness are found by the county, at the average expense of 44 *l.* per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66- -	174	122	-	103	312	193	34	715	20	-	15	641	46	-	41
1866-67 - -	233	184	-	140	332	245	36	715	27	-	24	641	34	-	30
1867-68 - -	195*	117	-	90*	356	259	35	725	31	-	26	650	31	-	28

* Exclusive of all double cases.

Extra duties by the police: Inspectors of weights and measures. Five constables resigned, and one died during the year. There has been a considerable decrease in the number of indictable offences reported, of which nearly 50 per cent. were detected. Three ticket-of-leave men reported themselves regularly. Thirty-one public-houses were proceeded against, of which 26 were fined, and four had their licenses suspended. The force is efficient.

No. 1. Eastern Counties, Midland, and North Wales, District.

Borough of St. Albans.

Strength of Force - - - - - - 7.

Borough of St. Albans.

Population, 1861 - - - -	7,675	Population to one constable -	1,096
Area in acres - - - -	434	Area to one constable - - -	62

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes -	1	2	3	1
Rates of Pay - - -	£. 100	25 *s.*	22 *s.*	21 *s.*

Remarks.—None.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	17	15	–	8	50	15	8	57	6	–	6	26	4	–	3
1866-67 - -	32	21	–	21	38	12	4	57	3	–	3	28	1	–	1
1867-68 - -	18*	10	2	7*	28	11	7	57	1	–	1	29	1	–	1

* Exclusive of all double cases.

Extra duties by the police: Inspectors of weights and measures, common lodging-houses, nuisances, and assistant relieving officers for casual poor, of whom 2,811 were relieved. This is the first complete year the police have undertaken this duty.

The number of indictable offences reported is much decreased, in comparison with the former years, and the detections are in proportion.

The pay of the head constable has been raised 10 *l.* during the year, to which I consider him fairly entitled. The force is efficient.

Borough of Hertford.

Strength of Force - - - - 6.

Borough of Hertford.

Population, 1861 - - -	6,769	Population to one constable -	1,128
Area in acres - - - -	3,350	Area to one constable - - -	558

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.			
	Head Constable.	Serjeants.		Constables.	
Number of Classes - -	1	1	1	2	1
Rates of Pay - - -	£. 83	27 *s.*	23 *s.*	22 *s.*	20 *s.*

Remarks.—None.

No. 1, Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	12	8	–	4	22	–	–	53	2	–	2	20	2	–	1
1866-67 - -	20	20	–	16	–	–	–	55	1	–	1	22	–	–	–
1867-68 - -	16*	11	4	5*	28	14	9	56	1	–	1	20	–	–	–

* Exclusive of all double cases.

Extra duties by the police: Inspection of weights and measures, lodging houses and nuisances. The relief of vagrants is not under the police. The indictable offences reported are fewer than in the year preceding, and the detections are in proportion. The force receives good pay, but I should wish to see the head constable's pay raised according to his merits, as it appears lower than the average pay of an officer of his rank. The force is efficient.

County of Huntingdon, with Godmanchester and Huntingdon.

Strength of Force - - - - 52.

Population, 1861 - - - 64,250 | Population to one constable - - 1,235
Area in acres - - - - 224,418 | Area to one constable - - - 4,315

County of Huntingdon, with Godmanchester and Huntingdon.

Ranks.	Yearly Pay in £.					Weekly Pay in Shillings.		
	Chief Constable.	Superintendents.			Inspector.	Constables.		
Number of Classes -	1	1	1	2	1	14	21	7
	£.	£.	£.	£.	£.	s.	s.	s.
Rates of Pay - -	200	155	125	115	85	22	20	18

Remarks.—The chief constable is allowed 70 *l.* per annum for travelling expenses; the horses and carts are found by the county, at an average of 46 *l.* 5 *s.* 10 *d.* per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number discharged for want of Prosecution.	Committed for the same.	Number proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	36	33	–	27	97	58	20	314	8	1	8	290	2	–	2
1866-67 - -	41	34	–	29	65	35	13	314	5	1	4	324	4	–	3
1867-68 - -	56*	51	3	39	95	52	27	318	2	–	2	323	6	–	6

* Exclusive of all double cases.

Extra duties by the police: Inspectors of weights and measures and common lodging houses, and assistant relieving officers for casual poor, of whom 5,020 were

No. 1. Eastern Counties, Midland, and North Wales District.

were relieved, being an increase of 1,276 during the year. Two constables resigned, and one was dismissed during the year. The number of indictable offences have increased, but the detections are high in proportion. The number of persons proceeded against for drunk, &c., has increased, compared with the preceding year. One public-house had its license suspended, but which was afterwards granted. The classification of the force is similar to that of the county of Cambridge, and every encouragement is given to the men to remain in it and rise by meritorious service. The force is efficient.

County of Leicester.

Strength of Force - - - - - - 104.

County of Leicester.

Population, 1861 - - -	169,356	Population to one constable - -	1,628
Area in acres - - - -	510,204	Area to one constable - - -	4,905

RANKS.	Yearly Pay in £.						Weekly Pay in Shillings.					
	Chief Constable.	Superintendents.			Inspectors.		Serjeants.		Constables.			
Number of Classes -	1	1	2	3	3	1	11	2	15	21	29	15
Rates of Pay - -	£. 450	£ 140	£. 130	£. 120	£. 95	£. 88	s. 26	s. 24	s. 23	s. 22	s. 20	s. 18

Remarks.—The chief constable is allowed 94*l.* 13*s.* 6*d.* for travelling expenses; the horses and carts are found by the county, and average 54*l.* 14*s.* 11*d.* 45*l.* is allowed for the keep of each horse.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	91	79	–	73	230	183	26	767	9	2	9	236	27	–	21
1866-67 - -	130	117	–	92	249	182	29	762	16	5	16	246	19	–	19
1867-68 - -	142	139	9	88*	271	196	37	764	22	3	18	259	16	–	15

* Exclusive of all double cases.

Extra duties by the police: Inspectors of weights and measures and common lodging-houses, and partially as high constables and inspectors of nuisances, also as assistant relieving officers for casual poor, of whom 11,452 have been relieved, being an increase of 3,114 during the year. The number of indictable offences are much the same in number as reported last year, and the detections are high in proportion. Twelve constables resigned, and nine were dismissed during the year, being a larger number than usual in this force. Of the 22 public-houses proceeded against, three were deprived of their licenses and eight were suspended, but afterwards granted, and 18 were fined. The stations are all in good order. Six ticket-of-leave men have regularly reported themselves; one changed his residence under the license, and two were re-committed to penal servitude. There has been a large increase in the merit class during the year, and the force is well supported. The force is efficient.

Borough of Leicester.

Strength of Force - - - - - - 83.

Population, 1861 - - - 68,168 | Population to one constable - - 821
Area in acres - - - - 3,000 | Area to one constable - - - 36

RANKS.	Yearly Pay in £.		Weekly Pay in Shillings.							
	Head Constable.	Inspectors.	Serjeants.			Constables.				
Number of Classes -	1	4	2	2	8	1	29	10	20	6
Rates of Pay - -	£. 200	£. 104	s. d. 29 6*	s. d. 28 3	s. d. 26 2	s. d. 24 2	s. 23	s. 22	s. 21	s. 20

* Detective.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	156	98	–	63	370	271	105	287	36	–	31	160	26	–	19
1866-67 - -	153	105	–	71	315	194	105	287	26	–	20	183	41	–	33
1867-68 - -	191*	108	15	62*	304	281	103	285	17	–	14	219	35	–	26

* Exclusive of all double cases.

No extra duties are performed by this force. Four constable resigned and seven were dismissed during the year. The indictable offences reported have increased during the year, and the detections are low in proportion. The drunk, &c., cases have decreased. Seventeen public-houses have been proceeded against, and 14 fined; 35 beerhouses, of which 26 were fined. The station-house and cells require alteration, particularly the latter, which was brought under the notice of the Watch Committee. Two ticket-of-leave men regularly reported themselves, and two failed in the conditions of the license. The force is efficient.

County of Lincoln, comprising Lindsey, Kesteven, and Holland.

Strength of Force - - - - 269.

Population, 1861 - - - - 343,140 | Population to one constable - - 1,275
Area in acres - - - - 1,742,329 | Area to one constable - - - 6,454

RANKS.	Yearly Pay in £.					Weekly Pay in Shillings.					
	Chief Constable.	Superintendents.			Inspectors.	Serjeants.		Constables.			
Number of Classes -	1	9	6	4	4	10	28	38*	80	41	48
Rates of Pay - -	£. 640	£. 130	£. 115	£. 100	£. 85	s. 28	s. 27	s. d. 24 6	s. d. 23 4	s. d. 21 7	s. d. 19 10

* These are qualified constables, a very valuable distinction.

Remarks.—Chief constable's allowance for travelling expenses, 200 *l.*; for Lindsey, average expenses for horses and carts found by county, 51 *l.* 16 *s.* 8 *d.*; in Kesteven and Holland superintendents are allowed 50 *l.* per annum for horses.

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YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 -	342	263	–	191	909	694	129	1,043	57	4	47	612	37	–	28
1866-67 -	354	292	–	241	958	756	128	1,092	56	1	44	627	37	–	31
1867-68	368*	321	18	261*	888	650	98	1,098	54	2	40	635	48	1	41

* Double cases inclusive.

Extra duties by the police: inspectors of weights and measures, common lodging-houses, and nuisances. The police do not act as assistant relieving officers for casual poor, but they have been again very active in proceeding against the professional tramps, of whom a large number have been committed. Twenty-four constables resigned and four were dismissed; one died during the year. The indictable offences reported are very nearly the same in number as last year, and the detections equally satisfactory; of the 54 public-houses proceeded against, two were deprived of their license, and 40 were fined; and of the 48 beer-houses proceeded against, one was deprived of license, a very remarkable coincidence, and one rarely reported.

In Lindsey a great deal has been done to improve the station-houses, but the Alford lock-up is in bad repair, and in an unhealthy and inconvenient locality, being approached through an inn yard. The Caistor is small, and no room for the occupation of a constable, which might be remedied by building a cottage on the adjoining ground; those at Winterton and Burton, if raised like those at Brigg, Epworth, and Market Rasen, would be much improved. Five ticket-of-leave men regularly reported themselves, one broke his license, and one was re-committed during the year. The force is efficient.

Borough of Boston.

Strength of Force - - - - 15.

Borough of Boston.

Population, 1861 - - -	15,038	Population to one constable - -	1,002
Area in acres - - - -	4,820	Area to one constable - - -	321

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.			
	Head Constable.	Serjeants.		Constables.	
Number of Classes -	1	1	2	5	6
Rates of Pay - -	£. 120	s. d. 26 8	s. d. 24 8	s. d. 22 6	s. d. 19 6

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	19	24	–	18	71	25	22	47	6	–	5	52	11	–	9
1866-67 - -	19	12	–	8	84	32	19	49	1	–	1	52	3	–	2
1867-68 - -	17*	24	10	14*	73	29	22	48	4	–	4	52	4	–	4

* Exclusive of all double cases.

No

No extra duties are performed by the police except as relieving officers for casual poor, of whom 1,258 were relieved, being an increase of 152 during the year. The force is precisely the same as last year in pay and classification. All classes are thrown open, and the pay is good. One ticket-of-leave man has regularly reported himself during the year, and one changed his residence. The force is efficient.

Borough of Grantham.

Strength of Force - - - - 5.

Population, 1861 - - - -	4,954	Population to one constable - -	991
Area in acres - - - -	314	Area to one constable - - -	63

Borough of Grantham.

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeant.	Constables.	
Number of Classes - - -	1	1	1	2
Rates of Pay - - - -	£. 80	s. 24	s. 22	s. 20

Remarks.—None.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–66 - -	30	26	–	15	40	31	8	33	4	–	3	15	–	–	–
1866–67 - -	23	17	–	13	43	21	19	33	1	–	1	15	1	–	–
1867–68 - -	17*	11	–	11*	30	28	9	33	3	–	3	15	–	–	–

* Exclusive of all double cases.

Extra duties: inspector of weights and measures, common lodging-houses, and nuisances, and assistant relieving officers for casual poor, of whom 2,409 were relieved during the year, being an increase of 71. One constable was dismissed during the year. A new police station has been erected adjoining the new prison, with very good accommodation for the superintendent and constable, and good cells, which, however, require ventilation and heat. The force is efficient.

Borough of Great Grimsby.

Strength of Force - - - - - 11.

Population, 1861 - - - -	11,032	Population to one constable - -	1,003
Area in acres - - - -	1,518	Area to one constable - - -	138

Borough of Great Grimsby.

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.			
	Head Constable.	Serjeants.	Constables.		
Number of Classes - -	1	2	1	4	3
Rates of Pay - - -	£. 100	s. 28	s. d. 23 6	s. 22	s. d. 20 6

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	62	26	–	25	117	87	20	43	8	–	7	32	6	–	6
1866-7 - -	63	38	–	24	69	43	11	43	6	–	3	42	10	–	7
1867-8 - -	80*	75	5	45*	107	84	5	43	2	–	2	53	13	–	13

* Exclusive of all double cases.

Extra duties:—Inspection of common lodging-houses and nuisances. The casual poor are not relieved by the police. There has been an increase in indictable offences reported to the police, and in the number of detections in proportion. The drunk and disorderly have also largely increased. Four ticket-of-leave men have reported themselves regularly during the year, and one was re-committed. The pay of the force is good, and the classes are unlimited.

The force is efficient.

City of Lincoln.

Strength of Force - - - - 25.

City of Lincoln.

Population, 1861 - - - -	20,995	Population to one constable - -	839
Area in acres - - - -	5,000	Area to one constable - - -	200

RANKS.	Yearly Pay in £.		Weekly Pay in Shillings.				
	Head Constable.	Inspector.	Serjeants.		Constables.		
Number of Classes	1	1	2	3	1	12	5
	£.	£.	s.	s. d.	s. d.	s. d.	s. d.
Rates of Pay -	130	80	28	25 8	23 4	22 2	19 10

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	19	18	–	13	74	38	6	111	8	–	8	49	3	–	1
1866-7 - -	24	22	–	16	61	31	8	114	2	–	1	53	7	–	6
1867-8 - -	27*	26	3	17*	67	25	24	115	4	–	3	48	2	–	2

* Exclusive of all double cases.

Extra duties:—Inspection of weights and measures, common lodging-houses, and nuisances. The police do not act as assistant relieving officers for casual poor. Two constables resigned, and two were dismissed during the year; three of which vacancies have not been filled up, and the force is reduced by that number

number to one constable to 839 population, which, considering the rapid increase of building and population, appears rather a hazardous experiment.

The pay of the force is good, and the classification open to all ranks. One ticket-of-leave man changed his residence under the license.

The force is efficient.

Borough of Louth.

Strength of Force - - - - 9.

Population, 1861 - - - -	10,468	Population to one constable - -	1,163
Area in acres - - - -	2,560	Area to one constable - - -	284

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - - -	1	2	2	4
Rates of Pay - - - -	£. 135	s. 24	s. 21	s. 20

Remarks.—None.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	19	14	-	10	41	20	13	29	-	-	-	22	1	-	1
1866-7 - -	17	14	-	9	35	29	2	30	-	-	-	24	1	-	1
1867-8 - -	8*	8	-	7*	41	26	14	29	1	-	1	27	6	-	5

* Exclusive of all double cases.

Extra duties:—Inspection of weights and measures and nuisances, and assistant relieving officers for casual poor, of whom 938 were relieved, being an increase of 192 during the year. There has been no alteration in the pay of the force, which is on an average rate. This force is the last of those who have not adopted the tunics. The station is in very good order, and the force is efficient.

Borough of Stamford.

Strength of Force - - - - - 9.

Population, 1861 - - - -	8,044	Population to one constable - -	893
Area in acres - - - -	1,711	Area to one constable - - -	190

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.					
	Head Constable.	Serjeants.			Constables.		
Number of Classes - -	1	1	1	1	2	2	1
Rates of Pay - - -	£. 110	s. 26	s. 25	s. 23	s. 22	s. 20	s. 18

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	14	9	–	7	29	3	1	67	3	–	3	7	1	–	1
1866-7 - -	31	29	–	21	65	7	10	68	6	–	4	7	1	–	1
1867-8 - -	12*	7	–	5*	69	9	6	66	6	–	3	7	1	–	1

* Exclusive of all double cases.

Extra duties:—Inspection of weights and measures, common lodging-houses, and nuisances, and assistant relieving officers for casual poor, of whom 3,268 were relieved, being an increase of no less than 484 during the year. One constable resigned in the year. The station-house is in good order, but there is some chance of a great improvement being made by adding accommodation for the constables' residence adjoining; a very valuable proposition. The number of indictable offences has largely diminished. There still appears a great disproportion of the drunk and disorderly proceeded against and convicted, viz. 69 proceeded against, and 15 only convicted.

The force is efficient.

County of Norfolk with the Borough of Thetford.

Strength of Force - - - - - - 231.

County of Norfolk with Thetford Borough.

Population, 1861 - - 317,295 | Population to one constable - - 1,373
Area in acres - - - 1,333,440 | Area to one constable - - - - 5,772

RANKS.	Yearly Pay in £.								Weekly Pay in Shillings.					
	Chief Constable.	Superintendents.					Inspectors.		Serjeants.		Constables.			
Number of Classes -	1	1	5	5	3	1	4	4	4	5	20	75	75	28
Rates of Pay - -	£. 500	£. 170	£. 135	£. 125	£. 110	£. 100	£. 83	£. 78	s. 26	s. 25	s. 23	s. 22	s. 20	s. 18

Chief constable's allowance for travelling, 125 *l.* Average expenses of horses and carts, provided by the county, 46 *l.* per annum.

YEARS	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	259	243	–	204	296	237	43	1,227	19	1	15	520	27	–	25
1866-7 - -	248	234	–	194	351	277	49	1,243	27	4	25	540	–	–	23
1867-8 - -	271*	248	5	214*	412	324	69	1,261	27	–	23	543	–	–	19

* Exclusive of all double cases.

Extra duties performed by the police:—Inspectors of weights and measures, common lodging-houses, and nuisances; and 21 constables are appointed assistant

assistant relieving officers for casual poor, of whom 1,667 were relieved, being an increase of 315 during the year. Seven constables resigned, three were dismissed, and three died. The indictable offences are much the same in number, and the detections equally high in proportion as usual. There is an increase in the drunk and disorderly again this year. The classification is precisely the same as last year. The Terrington lock-up still requires attention, and has been so reported for several consecutive years. Four ticket-of-leave men have regularly reported themselves during the year; one broke his license; one changed under his license, and two were re-committed.

The force is efficient.

Borough of Great Yarmouth.

Strength of Force - - - - - 36.

Population, 1861 - - -	34,573	Population to one constable - -	960
Area in acres - - - -	4,135	Area to one constable - - -	114

RANKS.	Yearly Pay in £.		Weekly Pay in Shillings.							
	Head Constable.	Inspector.	Serjeants.		Constables.					
Number of Classes -	1	1	2	4	1	8	9	6	4	
Rates of Pay - -	£. 162	£. 91	s. 25	s. 23	s. 22	s. 21	s. 19 d. 6	s. 18 d. 6	s. 17 d. 6	

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	61	51	–	41	158	139	12	182	8	–	8	86	7	–	6
1866-7 - -	48	38	–	33	131	110	7	182	10	–	10	95	4	–	2
1867-8 - -	66*	49	5	37	129	106	12	182	1	–	1	96	3	–	2

* Exclusive of all double cases.

Extra duties:—Inspection of common lodging-houses, and assistant relieving officers for casual poor, of whom 771 were relieved, being a decrease of 27 during the year, a remarkable instance. One constable resigned, and one was dismissed, and one died during the year. There has been a large increase of indictable offences reported; the detections are above the average. The cells are in good order. There has been an increase of two river constables. The pay of the force is good, and the classification open to all constables. One ticket-of-leave man has regularly reported himself.

The force is efficient.

No. 1. Eastern Counties, Midland, and North Wales District.

Borough of King's Lynn.

Strength of Force - - - - - - 19.

Borough of King's Lynn.

Population, 1861 - - - -	16,170	Population to one constable - -	851
Area in acres - - - - -	2,620	Area to one constable - - -	137

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - -	1	4	8	6
Ratesof Pay - - - -	£. 100	s. 24	s. 21	s. 19

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	15	3	–	3	88	56	11	155	3	–	3	5	–	–	–
1866-7 - -	20	11	–	10	78	56	16	156	8	2	8	12	–	–	–
1867-8 - -	14*	11	2	8*	88	9	7	158	7	–	2	11	–	–	–

* Exclusive of all double cases.

Extra duties:—Assistant relieving officers for casual poor, of whom 1,018 were relieved during the year, being an increase of 285 over those relieved the previous year.

Two constables resigned during the year. The pay and classification is exactly the same as last year. The number of indictable offences has decreased. Out of 88 persons proceeded against as drunk and disorderly, only nine were convicted. Seven public-houses were proceeded against, and only two convicted. The cells are in good order.

The force is efficient.

City of Norwich.

Strength of Force - - - - - - 94.

City of Norwich.

Population, 1861 - - - -	74,414	Population to one constable - -	791
Area in acres - - - - -	6,638	Area to one constable - - -	70

RANKS.	Yearly Pay in £.						Weekly Pay in Shillings.								
	Head Constable.	Superintendent.	Inspectors.				Serjeants.			Constables.					
Number of Classes - -	1	1*	1	1*	2	2	2	4	2	7	23	17	18	9	4*
Rates of Pay - - -	£. 250	£. 115	£. 91	£. 84	£. 78	£. 73	s. 26	s. 25	s. 24	s. 22/6	s. 21	s. 20	s. 19	s. 18	s. 25

* These are Detectives.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	108	101	–	77	118	37	24	605	53	12	44	42	6	–	5
1866-7 - -	121	107	–	92	93	30	25	572	71	27	54	40	13	–	9
1867-8 - -	128*	85	2	66*	103	43	18	603	4	–	3	63	3	–	3

* Exclusive of all double cases.

Extra duties performed by the police: assistant relieving officers for casual poor, of whom 712 were relieved, being a decrease of 80 during the year.

Four constables were dismissed during the year, and seven resigned. The number of indictable offences reported are at about the average of former years, and the detections are in good proportion. Fifty-five per cent. of the drunk and disorderly proceeded against were discharged. The public and beer houses appear to have been kept in better order, which may be accounted for by the large number of licenses taken away the preceding year. Two ticket-of-leave men regularly reported themselves during the year. There has been a good deal of promotion to the higher classes, and the constables have all a chance of rising by good conduct. The cells are in good order.

The force is efficient.

County of Northampton.

Strength of Force - - - - - 111.

Population, 1861 - - - 167,854 | Population to one constable - - 1,512
Area in acres - - - - 575,763 | Area to one constable - - - 5,187

County of Northampton.

RANKS.	Yearly Pay in £.					Weekly Pay in Shillings.					
	Chief Constable.	Superintendents.		Inspectors.		Serjeants.		Constables.			
Number of Classes - -	1	1	4	5	6	6	4	26	9	34	15
Rates of Pay - - - -	£. 350	£. 150	£. 130	£. 95	£. 85	s. 26	s. 25	s. 23	s. 22	s. d. 20 6	s. d. 18 6

Remarks.—Chief constable's allowance for travelling expenses, 110 *l.* The superintendents are allowed 50 *l.* per annum to find and keep their horses.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	183	97	–	86	255	169	52	626	19	–	18	397	11	–	9
1866-7 - -	155	133	–	121	245	184	31	620	74	3	69	448	57	2	52
1867-8 - -	196*	158	–	126	282	187	53	631	42	1	38	440	22	–	18

* Exclusive of all double cases.

No. 1. Eastern Counties, Midland, and North Wales District.

Extra duties performed by the police: inspectors of weights and measures, common lodging-houses, nuisances, and assistant relieving officers for casual poor, of whom 11,422 were relieved, being the increase of 1,884 during the year. Nine constables resigned, and one was dismissed. The return of indictable offences reported is higher than last year, but the detections are very high in proportion. The drunk and disorderly have increased, but the larger proportion have been convicted. The number of public-houses convicted is decreased, and only one was deprived of license, although five others were suspended and afterwards granted. The only station-house requiring attention is Oundle, but a small station has been voted at Weedon, which is much required.

The force in the towns is too weak, and if it is not strengthened according to the increase of population and building, particularly at Wellingborough, it will risk the certificate of efficiency—a point under the consideration of a committee.

The force is efficient.

Borough of Daventry.

Strength of Force - - - - - - - 2.

Borough of Daventry.

Population, 1861 - - - -	4,124	Population to one constable - -	2,062
Area in acres - - - -	1,713	Area to one constable - - -	856

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.
	Head Constable.	Constable.
Number of Classes - - -	1	1
Rates of Pay - - - -	£. 60	21 *s.*

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	3	3	–	3	11	6	2	28	–	–	–	4	–	–	–
1866–7 - -	4	4	–	3	8	2	4	28	–	–	–	2	–	–	–
1867–8 - -	4*	4	–	3*	17	9	1	28	1	–	1	4	–	–	–

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of weights and measures, and common lodging-houses and nuisances.

One constable resigned and another appointed during the year, but the force is in the same weak state as hitherto reported. Taking area and population into consideration, it could not be reported efficient under four constables, unless consolidated with the county, in which case it would be made an integral part of the county force, at small expense to the borough.

One ticket-of-leave man has reported himself regularly.

The force is inefficient.

Borough of Northampton.

Strength of Force - - - - - - - 39.

Population, 1861 - - - -	32,813	Population to one constable - -	844
Area in acres - - - -	1,520	Area to one constable - - -	39

Ranks.	Yearly Pay in £.		Weekly Pay in Shillings.					
	Head Constable.	Inspectors.	Serjeants.		Constables.			
Number of Classes -	1	2	2	2	9	5	10	8
Rates of Pay - - -	£. 200	£. 94	28 *s.*	26 *s.*	23 *s.*	22 *s.*	21 *s.*	20 *s.*

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	78	51	–	40	159	156	–	70	7	–	6	201	51	–	41
1866–7 - -	59	44	–	30	80	60	16	70	10	–	9	200	40	–	33
1867–8 - -	78*	61	1	45*	170	165	56	70	11	–	10	198	64	–	54

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures and common lodging-houses. Six constables were dismissed and four resigned during the year. There has been an increase in the indictable offences, but the detections are high in proportion. The drunk and disorderly proceeded against have been more than doubled, but the convictions have been equally so, the number being 170 proceeded against, and 166 of them convicted. A very large number of beerhouses have been again convicted. The public-houses appear to have been better kept. The pay of the force has been generally increased, but the change is still too high. Three ticket-of-leave men reported themselves regularly, and one changed his residence during the year. The cells are well kept.

The force is efficient.

Liberty of Peterborough.

Strength of Force - - - - - - - 19.

Population, 1861 - - - -	22,655	Population to one constable - -	1,192
Area in acres - - - -	51,695	Area to one constable - - -	2,721

Ranks.	Yearly Pay in £.		Weekly Pay in Shillings.					
	Chief Constable.	Superintendent.	Serjeants.		Constables.			
Number of Classes	1	1	1	2	3	4	5	2
Rates of Pay -	£. 105	£. 100	27 *s.*	26 *s.*	23 *s.*	22 *s.*	20 *s.* 6 *d.*	18 *s.* 6 *d.*

Remarks—*None.*

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	45	39	–	38	11	4	6	98	1	–	–	85	3	–	2
1866-7 - -	48	34	–	31	22	12	7	98	5	–	4	85	2	–	1
1867-8 - -	36*	22	–	20	25	11	16	100	6	–	6	98	14	–	13

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures and common lodging-houses, and assistant relieving officers for casual poor, of whom 2,172 were relieved, being an increase of 395 during the year. Two constables resigned and none were dismissed during the year.

The indictable offences reported have decreased, and the detection stands high in proportion to them. In the classification the rank of inspector has been done away with, and a serjeant appointed instead; the pay is good, and the station-houses afford excellent accommodation to the constables. One ticket-of-leave man has regularly reported himself, and one changed his residence under his license during the year.

The force is efficient.

County of Oxford.

Strength of Force - - - - 101.

County of Oxford.

Population, 1861 - - - - 140,730 | Population to one constable - - 1,393
Area in acres - - - - 469,935 | Area to one constable - - - 4,652

RANKS.	Yearly Pay in £.						Weekly Pay in Shillings.			
	Chief Constable.	Deputy Chief Constable.	Superintendents.		Inspectors.		Serjeants.	Constables.		
Number of Classes -	1	1	4	2	2	2	10	18	11	50
Rates of Pay - -	£. 375	£. 135	£. 125	£. 105	£. 90	£. 80	s. 26	s. 23	s. 22	s. 20

Remarks.—Chief constable's allowance for travelling expenses, 125 *l.* Horses and carts found by the county at an average of 49 *l.* per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	94	86	–	71	215	127	44	648	11	–	8	403	22	–	16
1866-7 - -	148	130	–	100	261	173	33	647	19	1	13	334	35	–	24
1867-8 - -	199*	172	25	88*	290	219	46	651	19	5	17	353	29	–	24

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures and common lodging-houses and high constables.

The relief of vagrants has been taken away from the police, therefore no return is given of the number this year relieved; but a very active supervision of

of the tramps has been put in force with the support of the authorities, by which the county has been nearly cleared of the professional vagrants.

There has been an increase in the number of indictable offences reported, and the detections are lower in proportion than last year; but 25 charges failed from want of prosecution. The drunk and disorderly have slightly increased. Ten constables resigned during the year. There has been an increase of five constables. The station-house at Henley is under improvement; those at Burford and Deddington are the only stations requiring attention. One ticket-of-leave man reported himself regularly, one broke his license, and one was re-committed.

The force is efficient.

Borough of Banbury.

Strength of Force - - - - 5.

Population, 1861 - - -	4,055	Population to one constable - -	811	Borough of Banbury.
Area in acres - - - -	105	Area to one constable - - -	21	

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.	
	Head Constable.	Constables.	
Number of Classes - - -	1	1	3
Rates of Pay - - - -	£.75	21 *s.*	19 *s.*

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	10	10	–	9	36	15	11	38	–	–	–	18	–	–	–
1866-7 - -	10	13	–	10	25	11	10	38	2	–	1	18	2	–	2
1867-8 - -	5*	5	1	4	33	13	15	38	1	–	1	18	2	–	2

* Exclusive of all double cases.

No extra duties are performed by the police. The indictable offences reported are very few. The drunk and disorderly proceeded against have increased. The public-houses and beerhouses although numerous, have only had three proceeded against and fined. The cells are in good order. No ticket-of-leave men have resided. The pay and classification of the constables are precisely the same as last year.

The force is in number efficient.

City of Oxford.

Strength of Force - - - 13.

Population, 1861 - - -	28,261	Population to one constable -	2,173	City of Oxford.
Area in acres - -	about four miles.	Area to one constable, one-third of a mile.		

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - - -	1	2	10	—
Rates of Pay - - - -	£.80	22 *s.*	18 *s.*	—

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	50	36	–	35	26	10	12	152	–	–	–	103	–	–	–
1866-7 - -	69	44	–	39	13	4	8	152	4	–	4	103	2	–	2
1867-8 - -	41	30	15	18	11	5	3	152	5	1	4	103	–	–	–

* Exclusive of all double cases.

No extra duties are performed by the police; everything is in the same state of inefficiency as last reported, indeed, if possible worse. The prospect of the union of the two forces, the City and University, holds out some hope of improvement, but at the present time the force is inefficient.

County of Rutland.

Strength of Force - - - 8.

County of Rutland.

Population, 1861 - - -	21,867	Population to one constable -	2,733
Area in acres - - - -	104,568	Area to one constable - -	13,071

Ranks.	Yearly Pay in £.		Weekly Pay in Shillings.			
	Chief Constable.	Inspector.	Serjeant.	Constables.		
Number of Classes -	1	1	1	2	1	2
Rates of Pay - -	£. 250	£. 85	s. 25	s. d. 23 4	s. 21	s. 20

Remarks.—The chief constable has no allowance for travelling expenses.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	10	8	–	8	28	19	6	80	2	–	2	63	4	–	4
1866-7 - -	16	16	–	14	23	13	7	80	1	–	–	64	4	–	4
1867-8 - -	9*	12	–	6*	28	11	6	80	–	–	–	65	5	–	3

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of weights and measures, common lodging-houses, and nuisances. A very few indictable offences have been reported during the year, two-thirds of which were detected. None of the 80 public-houses within the county were proceeded against, but five beer-houses, out of the 65, were proceeded against, and three fined. The new station-house at Uppingham is occupied. Considering length of service and efficiency, I venture to suggest the chief constable's travelling expenses should be allowed.

The force is efficient.

County of Salop, with Oswestry and Wenlock.

Strength of Force - - - - - 122.

Population, 1861 - - - -	217,379	Population to one constable - - -	1,781
Area in acres - - - - -	842,928	Area to one constable - - - -	6,909

RANKS.	Yearly Pay in £.					Weekly Pay in Shillings.			
	Chief Constable.	Superintendents.			Inspector.	Serjeants.		Constables.	
Number of Classes -	1	1	1	4	1*	9	9	48	48
Rates of Pay - -	£. 300	£. 127	£. 109	£. 100	£. 76	s. 27	s. 25	s. 22	s. d. 19 9

* Clerk.

Remarks.—Chief constable's allowance for travelling expenses, 100 *l.* per annum; the superintendents are allowed 39 *l.* per annum to provide horses and carts.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	235	187	–	167	1,280	1,096	78	739	32	–	21	426	42	–	32
1866–7 - -	286	237	–	206	1,096	957	46	685	23	3	18	400	40	–	33
1867–8 - -	289*	213	4	162	1,432	1,262	60	732	43	6	31	426	37	2	28

* Exclusive of all double cases.

Extra duties performed by the police: inspection of nuisances, common lodging-houses, and assistant relieving officers for casual poor, of whom 13,913 were relieved during the year, being an increase of 2,734. Eight constables resigned, and six were dismissed during the year. The number of indictable offences reported and detections, are about the average of former years. The activity of the force in the suppression of vagrancy is proved, and the support given by the authorities is very valuable, and if followed up would soon extinguish professional vagrants and its consequent crime.

Drunk and disorderly cases have increased year by year, although the police have been well supported in the cases brought up before the magistrates. Six public-houses have been deprived of their licenses and two beerhouses. The station-houses at Newport, Market Drayton, Wem, and Whitchurch, still require improvement. Five ticket-of-leave men have regularly reported themselves during the year. The force has been increased by three serjeants and three constables, but it still remains weak in the mining district. The authorities are firm in not giving carts to the superintendents, although I have always been of the opinion that much expense might be saved and assistance obtained by following the example of other counties in this respect. Five ticket-of-leave men have reported themselves regularly.

The force is efficient.

No. 1. Eastern Counties, Midland, and North Wales District.

Borough of Bridgnorth.

Strength of Force - - - - - - 3.

Borough of Bridgnorth.

Population, 1861 - - - -	6,086	Population to one constable - -	2,029
Area in acres - - - -	2,987	Area to one constable - - -	996

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.
	Head Constable.	Constables.
Number of Classes - - -	1	2
Rates of Pay - - - -	£. 78	20 *s.*

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	12	7	–	3	22	21	–	49	4	–	4	15	–	–	–
1866-7 - -	4	2	–	2	31	6	15	49	3	–	2	16	5	–	4
1867-8 - -	4*	4	–	3	49	45	13	48	1	–	1	21	1	–	1

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of weights and measures, and common lodging-houses. One constable resigned during the year and another has been appointed. Three ticket-of-leave men have reported themselves regularly during the year. The cells are kept clean and in good order.

This force might be made efficient without additional expense if consolidated with the county, or, if kept an independent force, with an outlay of not exceeding 106 *l.* per annum, which has been frequently suggested to the authorities without effect.

This is one of the only two boroughs in the district with over 5,000 population. Inefficient.

Borough of Ludlow.

Strength of Force - - - - - - 5.

Borough of Ludlow.

Population, 1861 - - - -	5,178	Population to one constable - -	1,035
Area in acres - - - -	280	Area to one constable - - -	56

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeant.	Constables.	
Number of Classes - - -	1	1	1	2
Rates of Pay - - - -	£. 70	20 *s.*	19 *s.*	18 *s.*

Remarks.—The constables were increased 1 *s.* per week in October 1868.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences. Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	7	9	–	7	107	92	8	59	7	–	7	4	1	–	1
1866-7 - -	13	11	–	7	96	46	22	58	3	–	3	4	–	–	–
1867-8 - -	4*	4	–	4	59	36	18	57	3	–	2	4	1	–	1

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of weights and measures, common lodging-houses, and nuisances, and assistant relieving officers for casual poor, of whom 1,518 were relieved; being the enormous increase of 572 during the year. The returns of crime and drunkenness are considerably lower than last year The pay has been increased, but is still too low to expect good men to remain in the force. Two constables resigned during the year.

One ticket-of-leave man regularly reported himself.

The force is efficient.

Borough of Shrewsbury.

Strength of Force - - - - - 24.

Population, 1861 - - - - 23,000 | Population to one constable - - 958
Area in acres - - - - 5,600 | Area to one constable - - - 233

Borough of Shrewsbury.

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.				
	Head Constable.	Serjeants.		Constables.		
Number of Classes - -	1	2	2	6	6	7
Rates of Pay - - -	£. 100	25 *s.*	24 *s.*	21 *s.*	20 *s.*	18 *s.*

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	71	44	–	19	261	169	27	158	9	–	5	36	3	–	5
1866-7 - -	50	36	–	25	211	154	31	160	18	–	18	34	8	–	3
1867-8 - -	42*	31	10	21*	196	130	43	164	5	–	4	31	6	–	4

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures and assistant relieving officers for casual poor, of whom 2,159 were relieved, being an increase of 412 during the year.

The drunken cases are still very numerous, and most of them have been convicted. With so much drunkenness, the number of cases against public

No. 1. Eastern Counties, Midland, and North Wales District.

and beer houses is out of proportion, there being 195, of whom only eight were fined. The station house is in order, although the cells are dark. The classes are unlimited and open to all constables.

The force is efficient.

County of Stafford, with Stafford and Tamworth Boroughs.

Strength of Force - - - - 483.

County of Stafford, with Stafford and Tamworth Boroughs.

Population, 1861 - - - 630,829 | Population to one constable - - - 1,306
Area in acres - - - - 706,463 | Area to one constable - - - 1,462

RANKS.	Yearly Pay in £.											Weekly Pay in Shillings.								
	Chief Constable.	Superintendents.				Inspectors.						Serjeants.				Constables.				
Number of Classes -	1	1	1	1	4	3	3	1	2	1	8	9	8	16	27	23	20	76	126	152
Rates of Pay	£. 500	£. 190	£. 180	£. 145	£. 140	£. 126	£. 120	£. 95	£. 90	£. 85	£. 80	s. 28	s. 27	s. 26	s. 25	s. d. 23 4	s. d. 22 7	s. d. 21 9	s. 21	s. 19

Remarks.—The chief constable has 150 *l.* per annum for travelling expenses; and the superintendents receive 50 *l.* per annum for wear and tear, and keep of horses.

In addition to this pay, 11 serjeants and 31 constables receive 1*s.* 2 *d.* per week merit pay.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-66 - -	1,024	672	–	500	3,138	2,207	251	2,059	182	2	150	2,459	470	–	397
1866-67 - -	1,317	668	–	503	3,100	2,079	252	2,085	171	6	140	2,467	414	–	349
1867-68 - -	1,333*	732	19	*435	3,544	2,645	356	2,118	184	7	154	2,648	487	–	394

* Exclusive of all double cases.

Extra duties performed by the police: inspection of common lodging houses and nuisances, and assistant relieving officers for casual poor, of whom 37,168 were relieved, being an increase of 14,619 during the year; but as the duty has only been undertaken in several unions this year, there is no means of comparing the number with those relieved the previous year.

Forty-nine constables resigned during the year; eight were pensioned, and 21 dismissed; making a total of 78, which is a large proportion, particularly as there had been 81 vacancies the previous year. There has been a large increase in the force, which will partly account for the change, as many constables were only probationary. The number of indictable offences and detections are much about in the same proportions as last year. The drunk and disorderly have increased, and no fewer than 154 public-houses and 394 beerhouses were proceeded against and convicted; seven public-houses also lost their licenses.

Twelve ticket-of-leave men regularly reported themselves; 11 changed their residence: and two broke the conditions of license, for which one was recommitted. The station house at Burton-on-Trent is about to be enlarged. The new station at Stafford is occupied, and a small station made at New Cross, Wednesfield. The pay and classification of the force gives every encouragement to good men to enter, and old constables to remain; and with the late increase it is in every particular efficient.

City of Lichfield.

Strength of Force - - - - - - 6.

Population, 1861 - - - -	6,893	Population to one constable - -	1,149
Area in acres - - - -	3,231	Area to one constable - - -	538

City of Lichfield.

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.	
	Head Constable.	Serjeant.	Constables.
Number of Classes - - - -	1	1	4*
Rates of Pay - - - -	£. 73	23 *s.*	20 *s.*

Remarks.—None.

* 1 Acting serjeant.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	13	6	–	6	91	73	–	66	–	–	–	7	–	–	–
1866-7 - -	20	16	–	10	82	57	–	68	12	–	6	14	–	–	–
1867-8 - -	20*	19	5	8*	87	54	–	68	5	–	4	11	–	–	–

* Exclusive of all double cases.

No extra duties are performed by the police. The indictable offences and drunkenness are reported in much the same proportion as the previous year. The new cells are now occupied and improved.

The pay of the acting serjeant is low, it being the same as the constables', although he does serjeant's duty.

The force is efficient.

Borough of Newcastle-under-Lyme.

Strength of Force - - - - 12.

Population, 1861 - - - -	12,638	Population to one constable - -	1,053
Area in acres - - - -	640	Area to one constable - -	53

Borough of Newcastle-under-Lyme.

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - -	1	2	1	7	1
Rates of Pay - - -	£. 115	23 *s.*	21 *s.*	19*s.*	17 *s.*

Remarks.—None.

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YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	27	18	–	18	254	208	34	67	6	–	6	51	17	–	16
1866-7 - -	23	53	–	27	328	257	40	67	15	1	12	60	24	–	21
1867-8 - -	29*	26	2	19*	233	222	25	66	14	–	14	64	22	1	19

* Exclusive of all double cases.

Extra duties performed by the police: inspection of common lodging-houses and nuisances, and assistant relieving officers for casual poor, of whom 2,992 were relieved, being a decrease of 34 during the year.

The indictable offences are rather more in number, and the detections high. The drunk and disorderly cases, though not so large as last year in number, still remain very high, and almost all the cases proceeded against were convicted. Fourteen public-houses were proceeded against, and all fined; and of 22 beer-houses proceeded against, 19 were fined, and one deprived of license. Two constables were dismissed during the year. The station-house is kept clean, and the cells in good order. The head constable's pay has been slightly increased, which he is fairly entitled to. The promotion to the second class has been large during the year.

The force is efficient.

Borough of Walsall.

Strength of Force - - - - - - 32.

Borough of Walsall.

Population, 1861 - - - -	37,762	Population to one constable - -	1,180
Area in acres - - - -	8,000	Area to one constable - - -	250

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.							
	Head Constable.	Serjeants.			Constables.				
Number of Classes -	1	2	1	2	3	11	2	9	1
Rates of Pay - -	£. 185	27 *s.* 6 *d.*	26 *s.*	25 *s.*	22 *s.*	21 *s.*	20 *s.*	19 *s.*	17 *s.*

Remarks.—None.

YEARS.	Indictable Offences. Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	126	48	–	29	124	88	2	174	27	2	23	124	15	–	13
1866-7 - -	84	46	–	28	93	37	31	179	13	–	8	132	15	–	11
1867-8 - -	64*	28	5	21*	100	66	29	180	19	–	18	144	25	–	23

* Exclusive of all double cases.

Extra

Extra duties performed by the police: inspectors of weights and measures, common lodging-houses, and nuisances.

The number of indictable offences reported is considerably reduced, and the detections increased in proportion. The drunk and disorderly are much the same in number; but the police proceeded against 19 public-houses, of which 18 were convicted, and also against 25 beer-houses, of which 23 were convicted, showing that they were justified in carrying out this important part of their duty.

Six constables resigned during the year, which is a large number, but they were accounted for on my inspection. The men have every encouragement to remain both by pay and classification.

The cells are in excellent order, and the force is efficient.

Borough of Wolverhampton.

Strength of Force - - - - - 69.

Population, 1861 - - - -	60,858	Population to one constable - -	882
Area in acres - - - -	3,440	Area to one constable - - -	50

RANKS.	Yearly Pay in £.				Weekly Pay in Shillings.								
	Head Constable.	Inspectors.			Serjeants.				Constables.				
Number of Classes - -	1	1	2	3	6	1	2	2	5	28	7	9	2
Rates of Pay - - -	£. 350	£. 109	£. 91	£. 87	s. 26	s. 25	s. 24	s. 23	s. 23	s. 22	s. 21	s. 20	s. 18

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	131	139	–	108	417	257	80	219	18	–	9	242	53	–	43
1866-7 - -	141	112	–	87	252	141	57	218	15	–	11	273	19	–	17
1867-8 - -	228*	140	5	88*	338	188	92	219	16	–	11	247	40	–	37

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of weights and measures, and common lodging-houses.

The indictable offences reported have largely increased during the year, but the detections are satisfactory in proportion. The drunk and disorderly have also largely increased, and been mostly convicted; 11 public-houses out of 219 were convicted; and of 247 beer-houses, 40 were proceeded against, and 37 fined. Two constables were dismissed, and seven resigned, besides two who received gratuity on retiring. One constable died. The long-talked-of new station appears likely to be built, and is much required. Three ticket-of-leave men reported themselves regularly, 15 changed their residence under their license, one broke his license, and one was recommitted during the year.

The pay of all ranks is good, and not only are the classes unlimited, but good-conduct pay is also established.

The force is efficient.

No. 1. Eastern Counties, Midland, and North Wales District.

County of Suffolk (East), with Beccles, Eye, and Orford Boroughs.

Strength of Force - - - - - 114

County of Suffolk (East), with Beccles, Eye, and Orford Boroughs.

Population, 1861 - - -	179,213	Population to one constable - -	1,572
Area in acres - - - -	589,212	Area to one constable - - -	5,168

RANKS.	Yearly Pay in £.							Weekly Pay in Shillings.				
	Chief Constable.	Superintendents.			Inspectors.			Serjeants.	Constables.			
Number of Classes -	1	2	2	1	1	4	5	6	20	25	35	12
Rates of Pay - -	£. 300	£. 130	£. 120	£. 115	£. 110	£. 82	£. 76	s. d. 25 6	s. 23	s. 21	s. d. 19 6	s. 18

Remarks.—Chief constable's allowance for travelling, 70 *l.* per annum; superintendents, for horses, wear and tear, and keep, 50 *l.* per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	145	100	–	86	171	118	15	390	9	–	6	252	16	–	14
1866–7 - -	130	102	–	82	131	106	13	390	7	–	7	278	–	8	8
1867–8 - -	182*	101	13	61*	210	156	21	390	3	–	3	270	–	4	4

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures and common lodging-houses, and assistant relieving officers for casual poor.

The number of indictable offences reported is largely increased, and the detections are low; 13 cases failed for want of prosecution. The drunk and disorderly cases have also largely increased, most of them having been convicted. Only three public-houses out of 390 were fined, and only four beer-houses out of 270. The casual poor have decreased during the year by 87, there having been 1,894 relieved. Three constables resigned, and three were dismissed, and two died. One ticket-of-leave man reported himself regularly. The pay and classification of the force is precisely the same as last year, with the exception of there having been a decrease of one chief superintendent, and an increase of one superintendent.

The force is efficient.

Borough of Ipswich.

Strength of Force - - - - - 37

Borough of Ipswich.

Population, 1861 - - -	37,719	Population to one constable - -	1,019
Area in acres - - -	8,450	Area to one constable - - -	228

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.						
	Head Constable.	Serjeants.			Constables.			
Number of Classes -	1	1	1	3	13	7	7	4
Rates of Pay - -	£. 135	s. 27	s. 26	s. d. 24 6	s. d. 21 6	s. d. 19 6	s. d. 18 6	s. d. 17 6

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	99	56	–	42	81	21	3	140	1	–	1	141	5	–	–
1866–7 - -	109	76	–	49	102	38	20	141	3	–	3	150	2	–	2
1867–8 - -	81*	69	15	35*	120	53	24	142	6	–	5	156	19	–	16

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of common lodging-houses, and assistant relieving officers for casual poor, of whom 1,467 were relieved, being an increase of 351 in the year.

There has been a great decrease in the indictable offences reported; the detection is low, but it is to be accounted for by 15 breaking down for want of a prosecutor. Drunkenness has increased, but the public and beer houses appear to have been well looked up. There have been no dismissals, and only four resignations, which shows improvement in that respect. The cells are in good order.

The force is efficient.

Borough of Southwold.

Borough of Southwold.

Inefficient, and no returns to be obtained.

County of Suffolk (West), with Bury St. Edmund's Borough.

County of Suffolk (West), with Bury St. Edmund's Borough.

Strength of Force - - - - - 89

Population, 1861 - - - - 113,418 | Population to one constable - - 1,274
Area in acres - - - - 353,213 | Area to one constable - - - 3,968

RANKS.	Yearly Pay in £.							Weekly Pay in Shillings.				
	Chief Constable	Superintendents.			Inspectors.			Serjeants.		Constables.		
Number of Classes - -	1	3	2	1	3	1	4	1	4	27	25	17
Rates of Pay - - -	£. 500	£. 135	£. 130	£. 100	£. 88	£. 83	£. 79	s. d. 26 3	s. d. 25 8	s. d. 22 9	s. 21	s. d. 19 3

Remarks.—Chief constable's allowance for travelling, 50 *l.*; superintendents allowed 46 *l.* per annum to find and keep horses.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	119	81	–	61	177	132	35	368	7	–	5	235	18	–	13
1866–7 - -	130	95	–	76	197	162	19	387	13	1	12	240	22	–	21
1867–8 - -	162*	121	–	109*	169	121	29	390	6	2	4	242	21	–	18

* Exclusive of all double cases.

No. 1. Eastern Counties, Midland, and North Wales District.

Extra duties performed by the police: inspectors of weights and measures and lodging-houses, and assistant relieving officers for casual poor, of whom 1,598 were relieved, being an increase of 695 in the year.

There has been an increase in the indictable offences reported, with a high proportion of detections. The drunk and disorderly cases are below the average of former years. Two public-houses were deprived of their licenses, and 21 beer-houses were proceeded against, and 18 convicted; nine constables resigned during the year, a singular circumstance in this force, where the men generally remain.

The station-houses are all in good order. Four ticket-of-leave men reported themselves regularly during the year. Two changed their residence under the license, one broke his condition of license, and one was recommitted.

The first class has been largely increased, and the second class is thrown open to all in the lower grade, to be gained by good conduct.

The force is efficient.

Borough of Sudbury.

Strength of Force - - - - - 6.

Borough of Sudbury.

Population, 1861 - - - -	6,879	Population to one constable - -	1,146
Area in acres - - - -	1,968	Area to one constable - - -	328

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeant.	Constables.	
Number of Classes - - -	1	1	3	1
Rates of Pay - - - - -	£. 100	s. 25	s. 23	s. 19

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	7	7	–	7	6	2	–	19	–	–	–	20	–	–	–
1866-7 - -	7	2	–	2	4	4	–	21	–	–	–	17	–	–	–
1867-8 - -	11*	9	–	9	7	4	2	21	1	–	–	18	–	–	–

* Exclusive of all double cases.

Extra duties performed by the police: the head constable acts as inspector of weights and measures, common lodging-houses and nuisances, and as assistant relieving officer for casual poor, of whom 611 were relieved, being an increase of 267 during the year.

The indictable offences reported are few, and generally detected. The returns of drunk and disorderly persons is low, only one having been convicted during the past three years, and no public or beer house has been convicted during the last three years. Two cells have lately been rebuilt. One ticket-of-leave man regularly reported himself during the year. The pay is good, and

The force is efficient.

County of Warwick.

Strength of Force - - - - 178.

Population, 1861 - - -	193,123	Population to one constable - -	1,086
Area in acres - - - -	546,665	Area to one constable - - -	3,071

RANKS.	Yearly Pay in £.							Weekly Pay in Shillings.				
	Chief Constable.	Superintendents.			Inspectors.			Serjeants.	Constables.			
Number of Classes - -	1	1	1	3	1	5	5	18	20	38	56	29
Rates of Pay - - -	£. 350	£. 130	£. 120	£. 110	£. 100	£. 90	£. 85	s. 25	s. 22	s. 21	s. 20	s. 19

Remarks.—The chief constable is allowed 150 *l.* per annum for travelling expenses, and the superintendents are allowed 45 *l.* per annum to find and keep a horse.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	319	205	–	157	384	292	40	808	37	2	32	361	33	–	32
1866-7 - -	321	194	–	144	341	265	48	810	20	5	17	393	44	–	40
1867-8 - -	375*	248	37	147	366	258	77	803	23	2	22	417	35	–	31

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures, common lodging-houses, and nuisances, and assistant relieving officers for casual poor, of whom 5,083 were relieved, being an increase of 1,145 during the year.

The indictable offences are higher than last year, the detections are in proportion, if the 37 cases which failed for want of prosecution are taken into account. The drunk and disorderly cases are much as usual; 23 public-houses were proceeded against, two were deprived of license, and 16 had their licenses suspended, but afterwards granted.

Twenty-two constables resigned, and 12 were dismissed. Three constables died, during the year, making a large number of vacancies. Nuneaton and Shipston station-houses are the only stations now that require improvement.

One ticket-of-leave man reported himself regularly during the year. Two additional constables were appointed to the Atherstone division, which is now a district.

This force, as I mentioned in my general report, did good service during the Fenian difficulty, and met with the approbation of the authorities.

The force is efficient.

No. 1. Eastern Counties, Midland, and North Wales District.

Borough of Birmingham.

Strength of Force - - - - 400.

Borough of Birmingham.

Population, 1861 - - - - 295,955 | Population to one constable - - 740
Area in acres - - - - 8,420 | Area to one constable - - - 21½

RANKS.	Yearly Pay in £.							Weekly Pay in Shillings.						
	Head Constable.	Superintendents.		Inspectors.				Serjeants.		Constables.				
Number of Classes -	1	5	1	1	2	1	12	13	28	8	212	37	27	41	11
Rates of Pay - - -	£. 500	£. 150	£. 140	£. 140	£. 125	£. 109	£. 93	s. 28	s. 26	s. 24	s. 22	s. 21	s. 20	s. 19	s. 17

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	801	620	–	386	1,357	406	265	695	161	–	130	1,297	490	–	330
1866-7 - -	1504	705	–	447	1,330	478	273	698	132	1	104	1,300	324	–	233
1867-8 - -	1,709*	904	206	322	2,310	1,112	658	698	139	1	115	1,300	348	–	309

* Exclusive of all double cases.

The police do not undertake any extra duty. There has been a considerable increase in the indictable offences reported, with a low proportion of detection. The large number of 206 cases are reported to have failed for want of prosecution. The increase in drunk and disorderly cases is also remarkable, being nearly 75 per cent. higher than last year; about half of the persons proceeded against were convicted. Of 698 public-houses no fewer than 139 were proceeded against, of whom 115 were fined, and one was deprived of license; and of the 1,300 beer-houses, 348 were proceeded against, and 309 fined.

Forty-one constables resigned, and nine were dismissed during the year, which, although a large number, is a vast improvement over former annual vacancies. Two constables died. The four police stations within the borough are in good order. Twenty-five ticket-of-leave men regularly reported themselves, 15 removed under license, 21 broke their license, and three were recommitted.

The force is efficient.

City of Coventry.

Strength of Force - - - - - - - 37.

City of Coventry.

Population, 1861 - - - 40,937 | Population to one constable - - 1,106
Area in acres - - - - 1,660 | Area to one constable - - - 44

RANKS.	Yearly Pay in £. ..			Weekly Pay in Shillings.				
	Head Constable.	Inspectors.		Serjeants.	Constables.			
Number of Classes - -	1	1	1	6	2	7	11	8
Rates of Pay - - -	£. 200	£. 73	£. 70	s. 24	s. 22	s. 21	s. 20	s. d. 18 6

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	40	40	–	31	204	45	41	255	18	–	18	2	1	–	1
1866–7 - -	48	43	–	26	130	32	13	264	12	–	10	2	–	–	–
1867–8 - -	46*	47	19	20*	159	28	29	262	14	–	13	2	–	–	–

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures, and assistant relieving officers for casual poor, of whom 6,901 were relieved, being an increase of 2,124 in the year.

The indictable offences reported and detections are much upon the average of former years, as also the return of drunk and disorderly, and only a few of them were fined when proceeded against.

Two constables were dismissed, and 10 resigned during the year, which is a large number in proportion to the strength of force. The pay and classification is the same as last year. The station-house is in good order. One ticket-of-leave man regularly reported himself, and one changed his residence under his license. The return of crime is low, and everything satisfactory.

The force is efficient.

Town of Leamington.

Strength of Force - - - - 21.

Population, 1861 - - -	17,452	Population to one constable - -	831
Area in acres - - - -	1,571	Area to one constable - - -	74

Town of Leamington.

RANKS.	Yearly Pay in £.			Weekly Pay in Shillings.				
	Head Constable.	Inspectors.		Serjeants.	Constables.			
Number of Classes - - -	1		1	2	6	3	5	2
Rates of Pay - - - -	£. 250	£. 95	£. 80	s. 25	s. d. 22 6	s. 21	s. 20	s. d. 18 6

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of Licenses.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	27	25	–	25	39	32	–	86	6	–	6	9	5	–	5
1866–7 - -	20	18	–	13	35	33	–	84	2	–	1	8	8	–	–
1867–8 - -	18*	14	1	13*	62	54	5	84	1	–	1	10	1	–	1

* Exclusive of all double cases.

No. 1. Eastern Counties, Midland, and North Wales District.

Extra duties performed by the police: the superintendent and both inspectors act as inspectors of nuisances. The criminal returns show a low amount of crime, and a high amount of detection, as is usual in this force. The drunk and disorderly have largely increased, and almost all appear to have been convicted. Only one public-house was proceeded against and fined, although seven had their licenses suspended, and afterwards granted. One constable was dismissed, and one resigned during the year, to emigrate. The merit class has had two additional constables, and there have been two promotions in the second class, otherwise the classification and pay is the same as last year. The vagrants are still not under the police as relieving officers.

The force is efficient.

Borough of Stratford-upon-Avon.

Strength of Force - - - - - 4.

Borough of Stratford-upon-Avon.

Population, 1861 - - -	3,672	Population to one constable - -	918
Area in acres - - - -	108	Area to one constable - - -	27

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.	
	Head Constable.	Serjeant.	Constables.
Number of Classes - - -	1	1	2
Rates of Pay - - - -	£. s. 67 12	s. 22	s. 20

Remarks.—None.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	4	4	–	2	21	10	5	34	–	–	–	4	–	–	–
1866-7 - -	10	9	–	4	12	1	3	33	–	–	–	4	–	–	–
1867-8 - -	7*	7	–	7	23	13	6	34	1	–	1	5	–	–	–

* Exclusive of all double cases.

Extra duties performed by the police: the head constable acts as inspector of weights and measures and assistant relieving officer for casual poor, of whom 69 were relieved. The return shows a low amount of crime, all of which appears to have been detected. The drunk and disorderly have been nearly doubled during the year, but only one public-house or beer-house has been convicted during the last three years. The only change in the force has been in the appointment of head constable, the late head constable having resigned.

The force is efficient.

Borough of Warwick.

Strength of Force - - - - - - 11.

Population, 1861 - - -	10,589	Population to one constable - -	962
Area in acres - - - -	24,808	Area to one constable - - -	2,255

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - -	1	2	1	4	3
Rates of Pay - - -	£. 70	s. d. 24 6	s. 22	s. 21	s. 19

Remarks.—None.

Years.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	29	26	–	12	60	11	11	63	2	–	1	11	–	–	–
1866–7 - -	26	27	–	15	70	10	2	63	2	–	1	12	–	–	–
1867–8 - -	28*	20	2	11*	54	8	3	62	2	–	2	11	1	–	1

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures, nuisances, and common lodging-houses.

The indictable offences reported are few, and the detections rather lower than usual, but two cases failed for want of prosecution; the drunk and disorderly have decreased, but out of the 54 proceeded against, only eight were fined and three committed.

Two public and one beer-house were fined. One constable resigned during the year. One ticket-of-leave man reported himself regularly. The cells are kept clean, although not of the best class. One constable has been promoted to the merit class, otherwise the pay and classification is the same as last reported.

The force had extra duty in consequence of the Fenian prisoners being in the county prison, which it performed to the approval of the authorities.

The force is efficient.

County of Worcester, with Dudley and Evesham Boroughs.

Strength of Force - - - - - - - 179.

Population, 1861 - - -	249,154	Population to one constable - -	1,391
Area in acres - - - -	431,553	Area to one constable - - -	2,410

Ranks.	Yearly Pay in £.								Weekly Pay in Shillings.							
	Chief Constable.	Superintendents.					Inspectors.		Serjeants.		Constables.					
Number of Classes -	1	1	1	2	4	2	1	1	2	18	3	52	47	39	5	
Rates of Pay - -	£. 350	£. 180	£. 170	£. 120	£. 110	£. 100	£. 90	£. 76	s. 28	s. 25	s. d. 23 4	s. 22	s. 21	s. d. 19 10	s. d. 17 6	

Remarks.—The chief constable is allowed 200 *l.* per annum for his travelling expenses, and the superintendents are allowed 40 *l.* per annum for wear and tear and keep of horses.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	425	336	–	256	481	278	32	1,003	59	5	37	613	62	–	43
1866-7 - -	449	342	–	264	477	236	55	1,011	68	3	42	641	49	–	35
1867-8 - -	425*	358	9	209	683	419	82	997	42	–	29	685	58	–	47

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures, common lodging-houses, and nuisances. High constables in three hundreds, and assistant relieving officers for casual poor in seven unions, in which 16,192 were relieved, being an increase of 3,124 during the year.

The indictable offences reported to the police are very nearly the same as preceding years, and the detections proportionately high. The drunk and disorderly are much above the average of former years. The public-houses and beer-houses appear to have been well supervised, but no license has been taken away during the year. Fifteen constables resigned, and eight were dismissed.

The stations are all in a satisfactory state. Nine ticket-of-leave men regularly reported themselves; two changed their residence under the license, one broke his condition of license, and one was recommitted. The pay and classification is precisely the same as last year. No constables have been promoted to the higher classes, which are limited, consequently there is no stimulant to exertion, and many cases of resignations occur in the force generally where this limit is placed upon promotion. One constable has been appointed an office serjeant.

The ticket-of-way system is still upon its trial in this and adjoining counties, and the next meeting to be held in the week after next Easter at Great Malvern will be of great interest to those who are attending to the subject of vagrancy.

The force is efficient.

Borough of Bewdley.

Strength of Force - - - - 2.

Borough of Bewdley.

Population, 1861 - - - -	3,071	Population to one constable - -	1,535
Area in acres - - - -	2,840	Area to one constable - - -	1,420

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.
	Head Constable.	Constable.
Number of Classes - - - -	1	1
Rates of Pay - - - - -	£. 52.	s. d. 5 9

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	4	5	–	3	9	5	–	27	3	–	3	13	–	–	–
1866-7 -	3	3	–	3	4	2	2	24	–	–	–	9	–	–	–
1867-8 - -	3*	3	–	3*	6	4	1	28	1	–	1	7	–	–	–

* Exclusive of all double cases.

This force, which consists virtually of the head constable, remains in its inefficient and weak state, and I fear without any prospect of its being improved.

The head constable now resides in the town hall.

The force is inefficient.

Borough of Droitwich.

Strength of Force - - - - 2.

Population, 1861 - - -	3,123	Population to one constable - -	1,561
Area in acres - - - -	1,645	Area to one constable - - -	822

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.
	Head Constable.	Constable.
Number of Classes - - - -	1	1
Rates of Pay - - - - -	£. 65	s. 20

Remarks.—None.

YEARS.	Indictable Offences Reported,				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	9	3	–	1	9	4	1	17	–	–	–	18	2	–	1
1866–7 - -	4	2	–	1	27	20	5	17	–	–	–	16	3	–	3
1867–8 - -	7*	7	–	4*	27	21	7	17	1	–	1	26	2	–	2

* Exclusive of all double cases.

Extra duties performed by the police: the head constable acts as inspector of weights and measures, and has this year been appointed assistant relieving officer for casual poor, of whom 2,190 were relieved during the year.

The indictable offences reported were only seven in number, four of which were detected. The drunk and disorderly cases were 27, precisely the same number as last year, and 21 were convicted.

The station is in good preservation. The cells have been heated with hot water during the year. The force continues weak in number, having 1,561 population, and 822 acres to one constable.

It is from weakness inefficient.

Borough of Kidderminster.

Strength of Force - - - - 16.

Population, 1861 - - - -	15,399	Population to one constable - -	962
Area in acres - - - -	994	Area to one constable - - -	62

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - - -	1	2	6	5 2
Rates of Pay - - - - -	£. 120	s. 25	s. 21	s. 20 s. 19

Remarks.—None.

No. 1. Eastern Counties, Midland, and North Wales District.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	14	14	–	2	62	34	5	96	4	–	4	25	–	–	–
1866-7 - -	21	21	–	9	66	32	14	96	6	–	4	27	–	–	–
1867-8 - -	34*	34	4	22	99	48	25	98	4	–	4	31	4	–	4

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures and common lodging-houses, and assistant relieving officers for casual poor, of whom 3,209 were relieved, being an increase of 859 during the year. The indictable offences reported have considerably increased, but the number of detections is satisfactory. The drunk and disorderly cases have also increased. Four public-houses out of 98 were proceeded against and convicted, and four beer-houses out of 31 were also convicted. Three constables resigned, two ticket-of-leave men reported themselves regularly. The cells are in good order. The pay of the force has been increased in all ranks during the year.

The force is efficient.

City of Worcester.

Strength of Force - - - - 31.

City of Worcester.

Population, 1861 - - -	32,000	Population to one constable - -	1,032
Area in acres - - - -	965	Area to one constable - - -	31

Ranks.	Yearly Pay in £.	Weekly Pay in Shillings.		
	Head Constable.	Serjeants.	Constables.	
Number of Classes - - -	1	6	11	7	6
Rates of Pay - - - - -	£. 200	s. 25	s. 22	s. d. 20 6	s. 19

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	114	84	–	68	258	114	28	185	26	–	13	84	11	–	8
1866-7 - -	94	80	–	66	245	103	37	190	31	–	21	104	19	–	14
1867-8 - -	72*	45	–	31	253	99	35	190	17	–	13	110	9	–	7

* Exclusive of all double cases.

Extra duties performed by the police: a serjeant is appointed assistant relieving officer for casual poor, of whom 6,613 were relieved during the year, being an annual increase of 1,242.

There

There has been a considerable decrease in the number of indictable offences reported, and an average proportion of crime detected. The drunk and disorderly cases are about the same as usual. Twelve constables resigned during the year, of whom one was given a gratuity, three left to better themselves, and one to emigrate. Two constables were dismissed, making in all 14 vacancies, which is a very unsatisfactory number in proportion to the strength of force. This is not to be accounted for, as there is every encouragement to the men to remain, both by pay and promotion, and the force is well supervised. The station house is in excellent order. One ticket-of-leave man changed his residence under his license, and one was sent to a lunatic asylum.

The force is efficient.

NORTH WALES.

County of Anglesey, with Beaumaris.

Strength of Force - - - - 23.

Population, 1861 - - -	54,609	Population to one constable - -	2,374
Area in acres - - - -	193,453	Area to one constable - - -	8,411

RANKS.	Yearly Pay in £.			Weekly Pay in Shillings.					
	Chief Constable.	Superintendent.	Inspector.	Serjeants.		Constables.			
Number and Classes -	1	1	1	1	4	4	6	4	1
Rates of Pay - -	£. 250	£. 100	£. 76	s. 26	s. 25	s. d. 20 6	s. 20	s. d. 19 6	s. 19

Remarks.—The chief constable receives 60*l.* per annum for travelling expenses; superintendent and inspector 40*l.* each for horse and cart per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	45	37	–	25	76	26	17	275	11	–	6	11	–	–	–
1866-7 - -	29	18	–	14	59	28	7	268	4	4	3	12	2	–	2
1867-8 - -	33*	16	1	12*	87	26	7	262	3	–	3	13	1	–	1

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures, and assistant relieving officers for casual poor in two unions, of whom 646 were relieved, being an increase of 109 during the year. The indictable offences reported and the detections are much upon the same average as in former years. Drunk and disorderly cases have rather increased. Two constables resigned during the year. The station houses are in good order. That at Menai Bridge has the addition of a magistrates' room.

One ticket-of-leave man broke his condition of license. The pay and classification are much the same as last year. One inspector has been promoted to the rank of superintendent, and one constable, who was engaged during the Fenian disturbance, has been discharged. An additional amount of the chief constable's pay appears to me to be worthy of consideration. His pay and travelling expenses are low, but his services are very valuable.

The force is efficient.

No. 1. Eastern Counties, Midland, and North Wales District.

County of Carnarvon, with Bangor and Carnarvon Boroughs.

Strength of Force - - - - - 59.

County of Carnarvon, with Bangor and Carnarvon Boroughs.

Population, 1861 - - -	92,776	Population to one constable - -	1,572
Area in acres - - - -	367,995	Area to one constable - - -	6,237

RANKS.	Yearly Pay in £.						Weekly Pay in Shillings.							
	Chief Constable.	Superintendents.			Inspectors.		Serjeants.			Constables.				
Number of Classes	1	2	1	1	1	1	2	4	4	9	19	3	9	2
Rates of Pay -	£. 250	£. 115	£. 106	£. 100	£. 91	£. 76	s. 28	s. 27	s. 25	s. d. 23 2	s. 22	s. 21	s. 20	s. 19

Remarks.—The chief constable is allowed 80*l.* per annum for travelling expenses; horses and carts found by the county, at an expense of 50*l.* per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 -	123	75	–	46	574	412	63	471	42	–	34	53	7	–	6
1866-7 - -	86	36	–	18	503	384	53	468	29	–	24	41	8	–	6
1867-8 - -	87*	37	1	24*	608	458	32	495	32	1	19	39	5	1	2

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of weights and measures; relieving officers for casual poor, of whom 3,322 were relieved, being an increase of 853 during the year.

The number of indictable offences reported is nearly the same as last year, but the detections, though still low, are higher than the last year's return.

The drunk and disorderly cases have increased, but the large proportion of those convicted shows that they were properly taken before the magistrates.

Thirty-two public-houses were proceeded against, and 16 had their licenses suspended, but afterwards granted, and only one actually lost his license.

Five constables were compelled to resign, which virtually means dismissed. There were no other vacancies, which is an improvement, as this force has generally lost a large proportion.

The stations at Conway, Carnarvon, and Porthmawr have been improved. That at Bangor is in a very bad state, and particularly the magistrates' room.

One ticket-of-leave man changed his residence, one broke his license, and one was recommitted.

The district of Caerhun has been undisturbed, and the constables remain in the station, as reported last year.

The inefficiency of the borough of Pwllheli force is a serious drawback to the Nefyn Division, and also to the Nefyn station house, which requires attention.

The force is efficient.

Borough of Pwllheli.

Strength of Force - - - - 1.

Population, 1861 - - -	2,795	Population to one constable - -	2,795
Area in acres - - - -	1,000	Area to one constable - - -	1,000

RANKS.	Yearly Pay in £.	Weekly Pay in Shillings.
	Head Constable.	Constables.
Number of Classes	1	None.
Rates of Pay -	£. 52	—

Remarks.—None.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	–	–	–	–	6	6	–	33	–	–	–	–	–	–	–
1866–7 - -	4	4	–	4	12	12	–	33	2	–	–	–	–	–	–
1867–8 - -	1	1	1	–	24	24	4	30	4	2	4	–	–	–	–

This is perhaps the most inefficient force in the district, certainly in North Wales.

A superintendent to superintend himself. Inspector of weights and measures without standard measures. Lodging houses not registered. No books kept. No superannuation fund; and the fees earned by the police illegally placed to the borough fund. Duties imposed upon one man who, although active, has impossibilities to contend with.

This force is inefficient.

County of Denbigh and Borough of Denbigh.

Strength of Force - - - - - - 59.

Population, 1861 - - -	104,316	Population to one constable - -	1,768
Area in acres - - - -	374,303	Area to one constable - - -	6,344

RANKS.	Yearly Pay in £.						Weekly Pay in Shillings.						
	Chief Constable.	Superintendents.			Inspectors.		Serjeants.		Constables.				
Number of Classes -	1	1	1	1	1	2	1	5	2	4	6	21	13
Rates of Pay -	£. 300	£. 150	£. 120	£. 105	£. 95	£. 80	s. d. 27 5	s. 25	s. 23	s. 22	s. 21	s. 20	s. 19

Remarks.—The chief constable receives 50 *l.* per annum for travelling expenses, and the superintendents 50 *l.* each, for wear and tear of horse, excepting the superintendent at Llanwrwst.

No. 1. Eastern Counties, Midland, and North Wales District

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	67	60	–	43	339	219	49	441	7	–	6	165	13	1	13
1866-7 - -	88	55	–	46	273	201	27	447	10	–	7	163	13	–	13
1867-8 - -	*87	57	1	*41	314	237	24	448	4	–	4	211	9	–	7

* Exclusive of all double cases.

Extra duties performed by the police: inspectors of weights and measures, common lodging houses, and nuisances, and assistant relieving officers for casual poor, of whom the large number of 11,254 were relieved, being an increase of 1,718 during the year. The indictable offences reported and detections are nearly the same in number and proportion as in former years. The return of drunk and disorderly shows a large amount of drunkenness; four public-houses only out of 448 were fined, and out of 211 beerhouses nine were proceeded against and seven fined—a small number in proportion to the drunk and disorderly cases. One constable resigned, and two were dismissed during the year. The part of the prison allotted as a station house gives very poor accommodation to the serjeant who resides in it. One ticket-of-leave man has regularly reported himself during the year. After the fearful accident on the line at Abergele, the force was much harassed, and at one time appeared to have been deficient in executing warrants placed in their hands, but upon inquiry I found it satisfactorily accounted for.

The force is efficient.

County of Flint, with the Borough of Flint.

Strength of Force - - - - - 39.

County of Flint, with Flint Borough.

Population, 1861 - - - - 69,849 | Population to one constable - - 1,791
Area in acres - - - - 185,264 | Area to one constable - - - 4,673

RANKS.	Yearly Pay in £.				Weekly Pay in Shillings.			
	Chief Constable.	Superintendents.		Inspectors.	Serjeants.	Constables.		
Number of Classes -	1	2	1	2	4	There are 29 constables in these three classes.		
	£.	£.	£.	£.	s.	s.	s.	s. d.
Rates of Pay - -	285	115	100	76	25	22	20	17 6

Remarks.—The chief constable receives 50 *l.* per annum for travelling expenses, and the superintendents 50 *l.* each per annum for wear and tear of horse.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	73	75	–	63	394	340	26	401	26	1	23	86	20	–	12
1866-7 - -	84	87	–	69	416	363	31	404	30	5	21	91	19	–	16
1867-8 - -	96*	85	4	63	354	287	35	421	18	2	13	146	16	–	12

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures, common lodging houses, and assistant relieving officers for casual poor, of whom 4,692 were relieved, being an increase of 1487 during the year.

There has been a slight increase in the indictable offences reported, with a high amount of detections. The drunk and disorderly cases, most of which were convicted, have diminished during the year.

Among the number of public-houses fined two lost their licenses.

Four constables resigned, and one was dismissed. The station house at Holywell has been reported many years as requiring improvement.

One ticket-of-leave man has regularly reported himself.

The chief constable's salary has been increased, and the pay of the force placed on a fair scale, with power to the chief constable to increase it according to good conduct.

The force is efficient.

County of Merioneth.

Strength of Force - - - - 27.

Population in 1861 - - -	38,888	Population to one constable - -	1,493
Area in acres - - - -	383,581	Area to one constable - - -	15,445

RANKS.	Yearly Pay in £.			Weekly Pay in Shillings.					
	Chief Constable.	Superintendent.	Inspector.	Serjeants.		Constables.			
Number and Classes -	1	1	1	1	2	6	1	3	9	2
Rates of Pay - -	£. 300	£. 100	£. 75	s. 28	s. d. 26 6	s. 23	s. 22	s. 20	s. 19	s. 18

Remarks.—The chief constable is allowed 50 *l.* per annum for travelling expenses.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly.			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865-6 - -	56	45	–	43	167	131	13	150	13	–	8	10	7	–	6
1866-7 - -	50	39	–	29	135	109	7	156	5	1	2	11	2	–	2
1867-8 - -	36*	39	11	21	106	83	7	161	7	–	5	15	3	–	3

* Exclusive of all double cases.

Extra duties performed by the police: inspection of weights and measures, and nuisances, and assistant relieving officers for casual poor, of whom 5,644 were relieved, being an increase of 1,992 during the year.

The indictable offences reported are fewer than last year, and the detections much in proportion. Drunkenness appears to have decreased. There are only 15 beerhouses in the whole county, but of these three were convicted. There has been no change in the force. This county has done a great deal towards erecting and improving station houses. Those at Festiniog and Dinas require improvement; and a new arrangement of the Bala lock-up is contemplated. There has been a change in the higher class, by the promotion of an inspector to the rank of superintendent, which he was fairly entitled to, and a serjeant to the rank of inspector; and several constables have been promoted. The pay is good, and every encouragement given to keep the men in the force, and stimulate them to exertion.

The force is efficient.

No. 1. Eastern Counties, Midland, and North Wales District.

County of Montgomery, with the Boroughs of Montgomery and Welshpool.

Strength of Force - - - - 31.

County of Montgomery, with Montgomery and Welshpool Boroughs.

Population, 1861 - - -	66,919	Population to one constable - -	2,158
Area in acres - - - -	483,323	Area to one constable - -	15,591

RANKS.	Yearly Pay in £.			Weekly Pay in Shilings.			
	Chief Constable.	Superintendent..	Inspector.	Serjeants.	Constables.		
Number of Classes -	1	1	1	2	14	10	2
Rates of Pay -	£. 250	£. 100	£. 85	s. 25	s. 21	s. 19	s. d. 17 6

Remarks.—The chief constable receives 30 *l.* per annum for travelling expenses. Superintendents allowed 36 *l.* for wear and tear and keep of horse. No cart allowed except for weights and measures, the average cost of which is 2 *l.* per annum.

YEARS.	Indictable Offences Reported.				Drunk and Disorderly			Public Houses.				Beer Houses.			
	Reported to the Police.	Apprehended for the same.	Number Discharged for want of Prosecution.	Committed for the same.	Number Proceeded against.	Number Fined.	Number Committed.	Number of	Proceeded against.	Deprived of License.	Fined.	Number of	Proceeded against.	Deprived of License.	Fined.
1865–6 - -	94	62	–	46	252	169	22	250	21	–	19	55	11	–	9
1866–7 - -	113	95	–	74	240	170	13	255	10	2	8	53	9	–	9
1867–8 - -	95	92	2	63	233	144	17	256	19	–	14	49	13	–	9

Extra duties performed by the police: inspectors of weights and measures, and common lodging houses.

The indictable offences reported to the police have considerably decreased, and the detections are very satisfactory. The drunk and disorderly cases appear much the same in number as in former years.

Fourteen public-houses were convicted, and out of 49 beerhouses 13 were proceeded against, and nine convicted.

One constable resigned during the year.

The station house at Llanfair, so much required, is now in course of being built. One ticket-of-leave man has regularly reported himself.

The pay and classification is precisely the same as last year. The second class constables who have served several years, and are fit for promotion, are kept down until vacancies occur; a point I thought it my duty to bring before the court of quarter sessions, but with what result I have not been informed.

The force is efficient.

APPENDIX.

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APPENDIX.

TABLE I.

No. 1 DISTRICT.—ESTABLISHED POLICE FORCE, - - - -

COUNTIES and BOROUGHS.	Establishment.		DETAILS OF RANKS, 1868.						Population (Census 1861).	Area in Acres.	PROPORTIONS.	
	1867.	1868.	Chief Constables of Counties.	Head Constables of Boroughs.	Superintendents.	Inspectors.	Serjeants.	Constables.			Population to each Constable.	Acres to each Constable.
	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.
ENGLAND:												
Bedfordshire - - - - -	90	90	1	–	7	2	9	71	117,347	280,691	1,303	3,118
Bedford - - - - -	14	14	–	1	–	–	2	11	13,412	2,309	958	- -
Dunstable - - - - -	2	2	–	1	–	–	–	1	4,484	451	- -	- -
Buckinghamshire - - - -	*c*124	*c*124	1	–	6	11	7	99	160,022	461,980	1,290	3,725
Buckingham - - - -	4	4	–	1	–	–	1	2	3,847	4,777	960	- -
Chipping Wycombe - -	4	4	–	1	–	–	–	3	4,222	120	1,055	- -
Cambridgeshire - - - -	70	70	1	–	4	2	6	57	85,256	290,213	1,218	4,146
Cambridge - - - - -	40	40	–	1	–	2	5	32	26,351	3,470	658	- -
Isle of Ely - - - -	52	52	1	–	4	1	6	40	55,319	221,029	1,063	4,250
Wisbeach - - - -	11	11	–	1	–	–	3	7	9,276	6,429	843	- -
Essex, with Harwich and Saffron Walden - - - - -	*c*251	*c*251	1	–	10	12	14	214	291,924	984,633	1,163	3,922
Colchester - - - -	24	24	–	1	–	–	4	19	23,730	11,770	988	- -
Maldon - - - - -	3	3	–	1	–	–	–	2	4,785	3,508	1,595	- -
Hertfordshire - - - -	112	117	1	–	4	9	5	98	141,209	368,810	1,206	3,152
St. Albans - - - -	7	7	–	1	–	–	2	4	7,675	434	1,096	- -
Hertford - - - -	6	6	–	1	–	–	2	3	6,769	3,350	1,128	- -
Huntingdonshire, with Godmanchester and Huntingdon - -	52	52	1	–	4	1	4	42	64,250	224,418	1,235	4,315
Leicestershire - - - -	104	104	1	–	6	4	13	80	169,356	510,204	1,628	4,905
Leicester - - - -	83	83	–	1	–	4	13	65	68,168	3,000	821	- -
Lincolnshire - - - - -	269	269	1	–	19	4	38	207	343,140	1,742,329	1,275	6,454
Boston - - - - -	15	15	–	1	–	–	3	11	15,038	4,820	1,003	- -
Grantham - - - -	5	5	–	1	–	–	1	3	4,954	314	991	- -
Great Grimsby - - -	11	11	–	1	–	–	2	8	11,032	1,518	1,003	- -
Lincoln (City) - - -	28	25	–	1	–	1	5	18	20,995	5,000	839	- -
Louth - - - - -	9	9	–	1	–	–	2	6	10,468	2,560	1,163	- -
Stamford - - - -	9	9	–	1	–	–	3	5	8,044	1,711	893	- -
Norfolk, with Thetford - - -	231	231	1	–	15	8	9	198	317,295	1,333,440	1,373	5,772
Great Yarmouth - - -	34	36	–	1	–	1	6	28	34,573	4,135	960	- -
King's Lynn - - - -	19	19	–	1	–	–	4	14	16,170	2,620	851	- -
Norwich (City) - - -	87	94	–	1	1	6	8	78	74,414	6,638	791	- -
Northamptonshire - - - -	111	111	1	–	5	11	10	84	167,854	575,763	1,512	5,187
Daventry - - - -	2	2	–	1	–	–	–	1	4,124	1,713	2,062	- -
Northampton - - - -	39	39	–	1	–	2	4	32	32,813	1,520	844	- -
Peterborough Liberty - -	19	19	1	–	1	–	3	14	22,655	51,695	1,192	2,720
Oxfordshire - - - - -	96	101	1	–	7	4	10	79	140,730	469,935	1,393	4,652
Banbury - - - - -	5	5	–	1	–	–	–	4	4,055	105	811	- -
Oxford (City) - - - -	13	13	–	1	–	–	2	10	28,261	- -	2,173	- -
Rutlandshire - - - - -	8	8	1	–	–	1	1	5	21,867	104,568	2,733	13,071
Shropshire, with Oswestry and Wenlock - - - - - -	116	122	1	–	6	1	18	96	217,379	842,928	1,781	6,909
Bridgnorth - - - -	3	3	–	1	–	–	–	2	6,087	2,987	2,029	- -
Ludlow - - - - -	5	5	–	1	–	–	1	3	5,178	280	1,035	- -
Shrewsbury - - - -	24	24	–	1	–	–	4	19	23,000	5,600	958	- -

APPENDIX.

Table I.

- - - - - Counties and Boroughs—Rates of Pay.

RATES OF ANNUAL PAY.								RATES OF WEEKLY PAY.						Allowances to Chief Constables.	REMARKS.
Chief Constables of Counties.	Head Constables of Boroughs.	Superintendents.			Inspectors.			Serjeants.		Constables.					
		1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	1st Class.	2nd Class.	3rd Class.	4th Class.		
13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.	25.	26.	27.	
£.	£.	£. s.	£.	£.	£. s.	£.	£.	£. s.	£. s.	£. s.	£. s.	£. s.	£. s.	£.	
350	–	*a* 170 –	115	110	80 –	–	–	27 6	25 6	22 6	21 6	20 6	19 6	50	
		b 120 –		105									16 –		
–	142	–	–	–	–	–	–	25 6	–	24 –	22 –	21 –	20 –	–	
–	78	–	–	–	–	–	–	–	–	22 –	–	–	–	–	*a* Deputy Chief Constable.
300	–	*a* 160 –	125	*d* 105	90 –	80	–	25 2	–	23 –	22 –	21 –	19 –	150	
–	75	–	–	–	–	–	–	–	–	20 –	19 –	18 –	–	–	*b* Superintendents allowed 50 *l.* to provide and keep a horse.
–	90	–	–	–	–	–	–	–	–	20 –	18 –	–	–	–	
300	–	*a* 170 –	125	115	85 –	–	–	26 –	–	22 –	20 –	18 –	–	80	
–	170	–	–	–	78 –	–	–	25 –	24 –	*f* 23 –	21 –	20 –	19 –	–	*c* Exclusive of police constables employed under 3 & 4 Vict. c. 88, s. 19.
280	–	120 –	105	–	80 –	–	–	*d* 26 –	–	22 –	22 –	20 –	18 –	50	
–	90	–	–	–	–	–	–	22 –	21 –	20 –	18 –	–	–	–	
520	–	*h* 150 –	125	–	90 –	85	80	28 –	25 –	23 –	21 –	19 –	–	110	*d* Clerk.
–	120	–	–	–	–	–	–	*f* 24 6	–	21 –	19 6	18 –	–	–	
–	73	–	–	–	–	–	–	–	–	20 –	–	–	–	–	*e* Acting Serjeants.
500	–	104 10	–	–	81 18	–	–	25 –	–	23 –	21 –	19 –	–	included in pay.	*f* Detective.
–	100	–	–	–	–	–	–	25 –	–	22 –	21 –	–	–	–	
–	83	–	–	–	–	–	–	27 –	23 –	22 –	20 –	–	–	–	*g* 40 *l.* allowed to provide a clerk.
200	–	*a* 155 –	125	115	85 –	–	–	26 –	–	22 –	20 –	18 –	–	70	
450	–	*i* 140 –	130	120	95 –	*f* 88	–	26 –	*e* 24 –	23 –	22 –	20 –	18 –	94	*h* Deputy Chief Constable receives 50 *l.* extra.
–	200	–	–	–	104 –	–	–	*f* 29 6	26 2	23 –	22 –	21 –	20 –	–	
								28 3	*e* 24 2						*i* Superintendents allowed 45 *l.* for keep of horse.
640	–	*b* 130 –	115	100	85 –	–	–	28 –	27 –	24 6	23 4	21 7	19 10	200	
–	120	–	–	–	–	–	–	26 8	24 8	22 6	19 6	–	–	–	
–	80	–	–	–	–	–	–	24 –	–	22 –	20 –	–	–	–	*k* Same Chief Constable as the county.
–	100	–	–	–	–	–	–	28 –	–	23 6	22 –	20 6	–	–	
–	130	–	–	–	80 –	–	–	*f* 28 –	25 8	23 4	22 2	19 10	–	–	
–	135	–	–	–	–	–	–	24 –	–	21 –	20 –	–	–	–	
–	110	–	–	–	–	–	–	26 –	23 –	22 –	20 –	18 –	–	–	*l* Actual expenses incurred.
								25 –							
500	–	*a* 170 –	125	110	83 –	78	–	26 6	25 –	23 –	22 –	20 –	18 –	125	*m* Superintendents allowed 39 *l.* for forage.
		135 –		100											
–	162	–	–	–	*f* 91 –	–	–	25 –	23 –	22 –	21 –	19 6	18 6	–	
													17 6		
–	100	–	–	–	–	–	–	24 –	–	21 –	19 –	–	–	–	*n* Superintendents allowed 46 *l.* for keep of horse.
–	250	*f* 115 –	–	–	91 –	*f* 84	78	26 –	24 –	*f* 24 –	22 6	20 –	18 0	–	
							73	25 –			21 –	19 –			
350	–	*a* 150 –	*b* 130	–	95 –	85	–	26 –	25 –	23 –	22 –	20 6	18 6	110	*o* Preparatory class.
–	60	–	–	–	–	–	–	–	–	21 –	–	–	–	–	
–	200	–	–	–	94 –	–	–	28 –	26 –	23 –	22 –	21 –	20 –	–	*p* Superintendent allowed 40 *l.* for keep of horse.
105	–	100 –	–	–	–	–	–	27 –	26 –	23 –	22 –	20 6	18 6	*k l*	
375	–	*a* 135 –	125	105	90 –	80	–	26 –	–	23 –	22 –	20 –	–	125	
–	75	–	–	–	–	–	–	–	–	21 –	19 –	–	–	–	
–	80	–	–	–	–	–	–	22 –	–	18 –	–	–	–	–	*q* 36 *l.* allowed for keep of horse.
250	–	–	–	–	85 –	–	–	25 –	–	23 4	21 –	20 –	–	none.	
360	–	127 –	109	100	*d* 76 –	–	–	27 4	25 7	22 8	19 9	–	–	–	*r* This pay is now increased
–	78	–	–	–	–	–	–	–	–	20 –	–	–	–	–	
–	70	–	–	–	–	–	–	*r* 20 –	–	*r* 19 –	*r* 18 –	–	–	–	
–	106	–	–	–	–	–	–	25 –	24 –	21 –	20 –	18 –	–	–	

TABLE I.—No. 1 DISTRICT.—ESTABLISHED POLICE FORCE, - - - - - -

COUNTIES and BOROUGHS.	Establishment.		DETAILS OF RANKS, 1868.						Population (Census 1861).	Area in Acres.	PROPORTIONS.	
	1867.	1868.	Chief Constables of Counties.	Head Constables of Boroughs.	Superintendents.	Inspectors.	Serjeants.	Constables.			Population to each Constable.	Acres to each Constable.
	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.
ENGLAND—*continued.*												
Staffordshire, with Stafford and Tamworth	*c*421	*c*483	1	–	13	12	60	397	630,829	706,463	1,306	1,462
Lichfield (City)	6	6	–	1	–	–	1	4	6,893	3,231	1,149	– –
Newcastle-under-Lyme	12	12	–	1	–	–	2	9	12,638	640	1,053	– –
Walsall	32	32	–	1	–	–	5	26	37,762	8,000	1,180	– –
Wolverhampton	68	69	–	1	–	6	11	51	60,858	3,440	882	– –
Suffolk (East) with Beccles, Eye, and Orford	114	114	1	–	6	9	6	92	179,213	589,212	1,572	5,168
Ipswich	37	37	–	1	–	–	5	31	37,719	8,450	1,019	– –
Southwold	–	–	–	No Return.			–	–	2,032	600	– –	– –
Suffolk (West), with Bury St. Edmunds	89	89	1	–	6	8	5	69	113,418	353,213	1,274	3,968
Sudbury	6	6	–	1	–	–	1	4	6,879	1,968	1,146	– –
Warwickshire	176	178	1	–	5	11	18	143	193,123	546,665	1,086	3,071
Birmingham	400	400	–	1	6	16	41	336	295,955	8,420	739	– –
Coventry (City)	37	37	–	1	–	2	6	28	40,937	1,660	1,106	– –
Leamington	21	21	–	1	–	2	2	16	17,452	1,571	831	– –
Stratford-on-Avon	4	4	–	1	–	–	1	2	3,672	108	918	– –
Warwick	11	11	–	1	–	–	2	8	10,589	24,808	962	– –
Worcestershire, with Evesham and Dudley	179	179	1	–	10	2	20	146	249,154	431,553	1,391	2,410
Bewdley	2	2	–	1	–	–	–	1	3,071	2,840	1,535	– –
Droitwich	2	2	–	1	–	–	–	1	3,123	1,645	1,561	– –
Kidderminster	16	16	–	1	–	–	2	13	15,399	994	962	– –
Worcester (City)	31	31	–	1	–	–	6	24	32,000	965	1,032	– –
NORTH WALES:												
Anglesea, with Beaumaris	*c*23	23	1	–	1	1	5	15	54,609	193,453	2,374	8,411
Carnarvonshire, with Bangor and Carnarvon	56	59	1	–	4	2	10	42	92,776	367,995	1,572	6,237
Pwllheli	1	–	–	No Return.			–	–	2,795	1,000	– –	– –
Denbighshire, with Denbigh	59	59	1	–	3	3	6	46	104,316	374,303	1,768	6,344
Flintshire, with Flint	39	39	1	–	3	2	4	29	69,849	185,264	1,791	1,673
Merionethshire	26	27	1	–	1	1	3	21	38,888	383,581	1,495	15,445
Montgomeryshire, with Montgomery and Welshpool	31	31	1	–	1	1	2	26	66,919	483,323	2,158	15,591
TOTALS	– –	4,200	26	42	158	165	454	3,355				

TOTAL STRENGTH of FORCE in No. 1 DISTRICT - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -
Ditto - - ditto - - ditto - - - - -

* The counties of Derbyshire and Nottinghamshire, with their Boroughs, amounting

- - - - - - - Counties and Boroughs—Rates of Pay—*continued.*

RATES OF ANNUAL PAY.								RATES OF WEEKLY PAY.									
		Superintendents.			Inspectors.			Serjeants.		Constables.							
Chief Constables of Counties.	Head Constables of Boroughs.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	1st Class.	2nd Class.	3rd Class.	4th Class.			Allowances to Chief Constables.	REMARKS.
13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.	25.	26.			27.	
£.	£.	£.	£.	£.	£.	£.	£.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.			£.	
500	–	*a*190	145	126	95	85	80	29 2	27 –	24 6	22 7	21 –	19 –			150	*a* Deputy Chief Constable.
		*b*180	140	120	90			28 –	26 –	23 4	21 9						
									25 –								
–	73	–	–	–	–	–	–	23 –	–	20 –	–	–	–			–	*b* Superintendents allowed 50 *l.* to provide and keep a horse.
–	115	–	–	–	–	–	–	23 –	–	21 –	19 –	17 –	–			–	
–	185	–	–	–	–	–	–	*f*27 6	26 –	22 –	21 –	20 –	19 –			–	
									25 –				17 –				
–	350	–	–	–	*d*109	91	87	26 3	24 –	23 3	22 3	23 –	21 –			–	*c* Exclusive of police constables employed under 3 & 4 Vict. c. 88, s. 19.
								*d*25 –	23 –			22 –	20 –				
									22 9				18 –				
300	–	*a*130*b*	120	115	82	76	–	25 6	–	23 –	21 –	19 6	18 –			70	
				110													
–	135	–	–	–	–	–	–	*f*27 –	24 6	21 6	19 6	18 6	17 6			–	*d.* Clerk.
								26 –									*e* Acting Serjeants.
–	–	No Return.	–	–	–	–	–	–	–	–	–	–	–			–	*f* Detective.
500	–	*n*135	130	*d*100	88	83	79	26 3	25 8	22 9	21 –	19 3	–			50	*g* 40 *l.* allowed to provide a clerk.
–	100	–	–	–	–	–	–	25 –	–	23 –	19 –	–	–			–	
350	–	*i*130	120	110	100	90	85	25 –	–	22 –	21 –	20 –	19 –			150	*h* The Deputy Chief Constable receives 50 *l.* extra.
–	500	150	140	–	125	109	93	28 –	26 –	24 –	21 –	19 –	*o*17 –			–	
										22 –	20 –						
–	200	–	–	–	73	70	–	24 –	–	22 –	21 –	20 –	18 6			–	
–	250	–	–	–	95	80	–	25 –	–	22 6	21 –	20 –	18 6			–	
–	67	–	–	–	–	–	–	23 –	–	20 –	–	–	–			–	*i* Superintendents allowed 45 *l.* for keep of horse.
–	70	–	–	–	–	–	–	24 6	–	22 –	21 –	19 –	–			–	
																–	
350	–	*a*180*p*	170	110	90	76	–	28 –	25 1	23 4	22 2	21 –	19 10			200	*k* Same Chief Constable as the county.
			120	100									17 6				
–	52	–	–	–	–	–	–	–	–	5 9	–	–	–			–	
–	65	–	–	–	–	–	–	–	–	20 –	–	–	–			–	
–	120	–	–	–	–	–	–	25 –	–	21 –	20 –	19 –	–			–	*l* Actual expenses incurred.
–	200	–	–	–	–	–	–	25 –	–	*f*25 –	22 –	20 6	19 –			–	
																	m Superintendents allowed 39 *l.* for forage.
250	–	*p*100	–	–	76	–	–	26 –	25 –	21 6	20 –	19 6	19 –			60	
										21 –							*n* Superintendents allowed 46 *l.* for keep of horse.
250	–	115	106	100	91	76	–	28 –	26 10	25 1	23 2	21 7	20 5			80	
											22 2	21 –	1 5				
–	–	No Return.	–	–	–	–	–	–	–	–	–	–	–			–	*o* Preparatory class.
300	–	*a*150*b*	120	105	95	80	–	27 5	25 8	23 –	21 –	20 5	19 –			50	*p* Superintendent allowed 40 *l.* for keep of horse.
									25 1	22 –			18 4				
285	–	*b*115	100	–	76	–	–	25 1	–	22 –	20 –	17 6	–			50	
300	–	100	–	–	76	–	–	28 –	26 6	23 –	22 –	20 –	19 –			50	*q* 36 *l.* allowed for keep of horse.
													18 –				
250	–	*q*100	–	–	84	–	–	25 1	–	21 –	19 –	17 6	–			30	*r* This pay is now increased.

- - - -	on 1st October	1856	- - - 2,728
- - - -	ditto	1857	- - - 3,985
- - - -	ditto	1858	- - - 4,124
- - - -	ditto	1859	- - - 4,154
- - - -	ditto	1860	- - - 4,179
- - - -	ditto	1861	- - - 4,204
- - - -	ditto	1862	- - - 4,261
- - - -	ditto	1863	- - - 4,354
- - - -	ditto	1864	- - - 4,408
- - - -	ditto	1865	- - - 4,463
- - - -	ditto	1866	- - - 4,540
- - - -	ditto	1867	- - - 4,599
- - - -	ditto	1868	- - - 4,200*

to 489 men, were removed from this district this year, and added to No. 2 District.

Table II.

Group I.—English Counties.

COMPARATIVE STATEMENT of the Strength of, and Numerical changes in, The Police Forces; The Number of "Table 4, Indictable Offences" committed; The numbers and per-centages of Offenders apprehended and Committed for Trial for such Offences (exclusive of Double Cases); and the number of bad characters, with their several proportions to Population, Area, and Police, in the undermentioned English Counties having efficient Police Forces, for the Year ending 30th September 1868.

Counties (English).	Population (Census 1861) and Area.	The Police Force.					Number of "Table 4, Indictable Offences" Committed.				Number of Offenders Apprehended and Committed for Trial for such Offences.		Number of Known Thieves and Suspected Persons at Large.		
		Total Strength.	Strength to 1,000 Population.	Strength to 1,000 Acres.	Total Number Resigned and Dismissed.	Change per Cent.	Total.*	To 1,000 Population.	To 1,000 Acres.	To each Unit of Police Strength.	Total.*	Number Committed for Trial for each 100 Indictable Offences Committed.	Total.	To each Unit of Police Strength.	To 1,000 Population.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.
Bedfordshire	Pop. 117,347 / Area 280,691	90	·76	·32	11	12·22	167	1·42	·59	1·85	102	61·07	460	5·11	3·92
Buckinghamshire	Pop. 160,022 / Area 461,980	*a* 124	·77	·26	15	12·09	225	1·40	·48	1·81	119	52·88	433	3·49	2·70
Cambridgeshire	Pop. 85,256 / Area 290,213	70	·82	·24	5	7·14	68	·79	·23	·97	42	61·76	414	5·91	4·85
Ely, Isle of	Pop. 55,319 / Area 221,029	52	·94	·23	4	7·69	43	·77	·19	·82	36	83·72	262	5·03	4·73
Essex, with Harwich and Saffron Walden	Pop. 291,924 / Area 984,633	*b* 251	·85	·25	13	5·17	377	1·29	·38	1·50	196	51·98	441	1·75	1·51
Hertfordshire	Pop. 141,209 / Area 368,810	117	·82	·31	5	4·27	195	1·38	·52	1·66	90	46·15	1,011	8·64	7·16
Huntingdonshire, with Godmanchester and Huntingdon	Pop. 64,250 / Area 224,418	52	·81	·23	4	7·69	56	·87	·24	1·07	39	69·64	95	1·82	1·47
Leicestershire	Pop. 169,356 / Area 510,204	104	·61	·20	21	20·19	142	·83	·27	1·36	88	61·97	375	3·60	2·21
Lincolnshire	Pop. 343,140 / Area 1,742,329	269	·78	·15	28	10·40	*d* 368	*d* 1·07	*d* ·21	*d* 1·36	*d* 261	*d* 70·92	1,139	4·23	3·31
Norfolk	Pop. 317,296 / Area 1,333,440	231	·72	·17	10	4·32	271	·85	·20	1·17	214	78·96	1,290	5·58	4·06
Northamptonshire	Pop. 167,854 / Area 575,763	111	·66	·19	10	9·00	196	1·16	·34	1·76	126	64·28	204	1·83	1·21
Peterborough Liberty	Pop. 22,655 / Area 51,695	19	·84	·36	2	10·52	36	1·59	·69	1·89	20	55·55	83	4·36	3·67
Oxfordshire	Pop. 140,730 / Area 469,935	101	·71	·21	10	9·90	199	1·41	·42	1·97	88	44·22	621	6·14	4·41
Rutlandshire	Pop. 21,867 / Area 104,568	8	·36	·07	–	–	9	·41	·08	1·12	6	66·66	29	3·62	1·33
Shropshire, with Oswestry and Wenlock	Pop. 217,379 / Area 842,928	122	·56	·14	14	11·47	289	1·33	·34	2·36	162	56·05	417	3·41	1·91
Staffordshire, with Stafford and Tamworth	Pop. 630,829 / Area 706,463	*c* 483	·76	·68	70	14·49	1,333	2·11	1·88	2·76	435	32·63	2,937	6·08	4·65
Suffolk, East, with Beccles, Eye, and Orford	Pop. 179,213 / Area 589,212	114	·63	·19	6	5·26	182	1·01	·30	1·59	61	33·51	390	3·42	2·17
Suffolk, West, with Bury St. Edmunds	Pop. 113,418 / Area 353,213	89	·78	·25	9	10·11	162	1·42	·45	1·82	109	67·28	246	2·76	2·16
Warwickshire	Pop. 193,123 / Area 546,665	178	·92	·32	34	19·10	375	1·94	·8	2·10	147	39·20	646	3·62	3·34
Worcestershire, with Evesham and Dudley	Pop. 249,154 / Area 431,553	179	·71	·41	23	12·84	425	1 70	·98	2·37	209	49·17	532	2·97	2·13

* Excluding all double cases.

a Exclusive of five police constables under the 3 & 4 Vict. c. 88, s. 19.
b Exclusive of three - ditto - - ditto.
c Exclusive of 21 police constables under the 3 & 4 Vict. c. 88, s. 19.
d Double cases included.

Table II.

Group 2.—Welsh Counties.

COMPARATIVE STATEMENT of the Strength of, and Numerical Changes in, The Police Forces; The Number of "Table 4, Indictable Offences" committed; The numbers and per-centages of Offenders apprehended and Committed for Trial for such Offences (exclusive of Double Cases); and the number of bad characters, with their several proportions to Population, Area, and Police, in the undermentioned Welsh Counties, having efficient Police Forces, for the Year ending 30th September 1868.

Welsh Counties.	Population (Census 1861) and Area.	The Police Force.					Number of "Table 4, Indictable Offences" Committed.				Number of Offenders Apprehended and Committed for Trial for such Offences.		Number of Known Thieves and Suspected Persons at Large.		
		Total Strength.	Strength to 1,000 Population.	Strength to 1,000 Acres.	Total Number Resigned and Dismissed.	Change per Cent.	Total.*	To 1,000 Population.	To 1,000 Acres.	To each Unit of Police Strength.	Total.*	Number Committed for Trial for each 100 Indictable Offences Committed.	Total.	To each Unit of Police Strength.	To 1,000 Population.
1.	2.	3.	4.	5.	6.	7.	8.	9	10.	11.	12.	13.	14.	15.	16.
Anglesea, with Beaumaris	Pop. 54,609 Area 193,453	23	·42	·11	2	8·69	33	·60	·17	1·43	12	36·36	28	1·21	·51
Carnarvonshire, with Bangor and Carnarvon	Pop. 92,776 Area 367,995	59	·63	·16	5	8·47	87	·93	·23	1·47	24	27 58	288	4·88	3·10
Denbighshire, with Denbigh	Pop. 104,316 Area 374,303	59	·56	·15	3	5·08	87	·83	·23	1·47	41	47·12	103	1·74	·98
Flintshire, with Flint	Pop. 69,849 Area 185,264	39	·55	·21	5	12·82	96	1·37	·51	2·46	63	65·62	107	2·74	1·53
Merionethshire	Pop. 38,888 Area 383,581	27	·69	·07	–	–	36	·92	·09	1·33	21	58·33	82	3·03	2·11
Montgomeryshire, with Montgomery, Welshpool, Llanidloes, and Llanfyllin	Pop. 66,919 Area 483,323	31	·46	·06	1	3·22	95	1·42	·19	3·06	63	66·31	187	6·03	2·79

* Excluding all double cases.

Table II.

Group 3.—Boroughs with Populations under 8,000.

COMPARATIVE STATEMENT of the Strength of, and Numerical Changes in, The Police Forces; The Number of "Table 4, Indictable Offences" committed; The numbers and per-centages of Offenders apprehended and Committed for Trial for such Offences (exclusive of Double Cases); and the number of bad characters, with their several proportions to Population and Police, in the undermentioned Boroughs, with Populations under 8,000, having efficient Police Forces, for the Year ending 30th September 1868.

BOROUGHS with Populations under 8,000.	Population (Census 1861).	The Police Force.				Number of "Table 4, Indictable Offences" Committed.			Number of Offenders Apprehended and Committed for Trial for such Offences.		Number of Known Thieves and Suspected Persons at Large.		
		Total Strength.	Strength to 1,000 Population.	Total Number Resigned and Dismissed.	Change per Cent.	Total.*	To 1,000 Population.	To each Unit of Police Strength.	Total.*	Number Committed for Trial for each 100 Indictable Offences Committed.	Total.	To each Unit of Police Strength.	To 1,000 Population.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
Banbury	4,055	5	1·25	–	–	5	1·25	1·00	4	80·00	6	1·20	1·50
Grantham	4,954	5	1·02	1	20·00	17	3·46	3·40	11	64·70	15	3·00	3·06
Hertford	6,769	6	·89	–	–	16	2·38	2·66	5	31·25	31	5·16	4·62
Lichfield	6,803	6	·88	–	–	20	2·94	3·33	8	40·00	16	2·66	2·35
Ludlow	5,178	5	·98	2	40·00	4	·78	·80	4	100·00	13	2·60	2·55
St. Albans	7,675	7	·92	–	–	18	2·36	2·57	7	38·88	25	3·57	3·29
Stratford-on-Avon	3,672	4	1·11	1	25·00	7	1·94	1·75	7	100·00	6	1·50	1·66
Sudbury	6,879	6	·88	–	–	11	1·61	1·83	9	81·81	28	4·66	4·11
Chipping Wycombe	4,222	4	·95	–	–	16	3·81	4·00	7	43·75	13	3·25	3·09

* Excluding all double cases.

Table II.

Group 4.—Boroughs with Populations between 8,000 and 20,000.

COMPARATIVE STATEMENT of the Strength of, and Numerical Changes in, The Police Forces; The Number of "Table 4, Indictable Offences" committed; The numbers and per-centages of Offenders apprehended and Committed for Trial for such Offences (exclusive of Double Cases); and the number of bad characters, with their several proportions to Population and Police, in the undermentioned Boroughs, with Populations between 8,000 and 20,000, having efficient Police Forces, for the Year ending 30th September 1868.

BOROUGHS with Populations between 8,000 and 20,000.	Population (Census 1861).	The Police Force.				Number of "Table 4, Indictable Offences" Committed.			Number of Offenders Apprehended and Committed for Trial for such Offences.		Number of Known Thieves and Suspected Persons at Large.		
		Total Strength.	Strength to 1,000 Population.	Total Number Resigned and Dismissed.	Change per Cent.	Total.*	To 1,000 Population.	To each Unit of Police Strength.	Total.*	Number Committed for Trial for each 100 Indictable Offences Committed.	Total.	To each Unit of Police Strength.	To 1,000 Population.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
Bedford	13,412	14	1·04	3	21·42	37	2·76	2·64	16	43·24	25	1·78	1·86
Boston	15,038	15	1·00	–	–	17	1·13	1·13	14	82·35	33	2·22	2·20
Great Grimsby	11,032	11	1·00	–	–	80	7·27	7·27	45	56·25	136	12·36	12·36
Kidderminster	15,399	16	1·04	3	18·75	34	2·22	2·12	22	64·70	42	2·62	2·74
King's Lynn	16,170	19	1·18	2	10·52	14	·87	·73	8	57·14	16	·84	·99
Leamington	17,454	21	1·20	2	9·52	18	1·03	·85	13	72·22	53	2·52	3·04
Louth	10,468	9	·86	1	11·11	8	·76	·88	7	87·50	28	3·11	2·69
Newcastle-under-Lyme	12,638	12	·95	2	16·66	29	2·30	2·41	19	65·51	30	2·50	2·38
Stamford	8,044	9	1.12	1	11·11	12	1·50	1·33	5	41·66	16	1·77	2·00
Warwick	10,589	11	1·04	1	9·09	28	2·66	2·54	11	39·28	24	2·18	2·28
Wisbeach	9,276	11	1·19	1	9·09	17	1·84	1·54	8	47·05	24	2·18	2·60

* Excluding all double cases.

Table II.

Group 5.—Boroughs with Populations between 20,000 and 50,000.

COMPARATIVE STATEMENT of the Strength of, and Numerical Changes in, The Police Forces; The Number of "Table 4, Indictable Offences" committed; The numbers and per-centages of Offenders apprehended and Committed for Trial for such Offences (exclusive of Double Cases); and the number of bad characters, with their several proportions to Population, and Police, in the undermentioned Boroughs, with Populations between 20,000 and 50,000, having efficient Police Forces, for the Year ending 30th September 1868.

Boroughs with Populations between 20,000 and 50,000.	Population (Census 1861).	The Police Force.				Number of "Table 4, Indictable Offences" Committed.			Number of Offenders Apprehended and Committed for Trial for such Offences.		Number of Known Thieves and Suspected Persons at Large.		
		Total Strength.	Strength to 1,000 Population.	Total Number Resigned and Dismissed.	Change per Cent.	Total.*	To 1,000 Population.	To each Unit of Police Strength.	Total.*	Number Committed for Trial for each 100 Indictable Offences Committed.	Total.	To each Unit of Police Strength.	To 1,000 Population.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
Cambridge	26,351	40	1·52	7	17·50	56	2·12	1·40	41	73·21	139	3·47	5·28
Colchester	23,730	24	1·01	2	8·33	68	2·86	2·83	32	47·05	86	3·58	3·62
Coventry	40,937	37	·90	12	32·43	46	1·12	1·24	20	43·47	69	1·86	1·68
Great Yarmouth	34,573	36	1·04	2	5·55	66	1·91	1·83	37	56·06	107	2·97	3·10
Ipswich	37,719	37	·98	4	10·81	81	2·14	2·18	35	43·21	61	1·64	1·61
Lincoln	20,995	25	1·19	4	16·00	27	1·29	1·08	17	62·96	40	1·60	1·91
Northampton	32,813	39	1·18	10	25·64	78	2·37	2·00	45	57·69	63	1·61	1·92
Shrewsbury	23,000	24	1·04	3	12·50	42	1·82	1·75	21	50·00	26	1·08	1·13
Walsall	37,762	32	·84	6	18·75	64	1·69	2·00	21	32·81	210	6·56	5·57
Worcester	32,000	31	·96	13	41·93	72	2·25	2·32	31	43·05	113	3·64	3·53

* Excluding all double cases.

Table II.

Group 6.—Boroughs with Populations exceeding 50,000.

COMPARATIVE STATEMENT of the Strength of, and Numerical Changes in, The Police Forces; The Number of "Table 4, Indictable Offences" committed; The numbers and per-centages of Offenders apprehended and Committed for Trial for such Offences (exclusive of Double Cases); and the number of bad characters, with their several proportions to Population and Police, in the undermentioned Boroughs, with Populations exceeding 50,000, having efficient Police Forces, for the Year ending 30th September 1868.

Boroughs with Populations exceeding 50,000.	Population (Census 1861).	The Police Force.				Number of "Table 4, Indictable Offences" Committed.			Number of Offenders Apprehended and Committed for Trial for such Offences.		Number of Known Thieves and Suspected Persons at Large.		
		Total Strength.	Strength to 1,000 Population.	Total Number Resigned and Dismissed.	Change per Cent.	Total.*	To 1,000 Population.	To each Unit of Police Strength.	Total.*	Number Committed for Trial for each 100 Indictable Offences Committed.	Total.	To each Unit of Police Strength.	To 1,000 Population.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
Birmingham	295,955	400	1·35	50	12·50	1,709	5·77	4·27	322	18·84	1,732	4·33	5·85
Leicester	68,168	83	1·21	11	13·25	191	2·80	2·30	62	32·46	147	1·77	2·15
Norwich	74,414	94	1·26	11	11·71	128	1·72	1·36	66	51·56	192	2·04	2·58
Wolverhampton	60,858	69	1·13	9	13·04	228	3·75	3·30	88	38·60	337	4·88	5·54

* Excluding all double cases.

Table III.

Group 1.—English Counties.

A STATISTICAL TABLE of the Numbers of Public Houses and Beer Houses; the Number proceeded against and convicted of offences against good order, and the Number of Persons proceeded against, convicted, and discharged for Drunkenness, with their proportions to each other and to Population: Showing also their comparative influence upon the amount of Indictable Crime committed, and the Number of Known Thieves, &c., existing in the undermentioned English Counties, for the Year ending 29th September 1868.

ENGLISH COUNTIES.	Population (Census 1861).	Number of "Table 4," or Indictable Offences Committed, per 1,000 Population.	Number of Known Thieves, &c., to 1,000 Population.	LICENSED HOUSES.												DRUNK AND DISORDERLIES.							
				Total Number of Licensed Houses.		Total Number Proceeded against for Offences against good Order.		Total Number Convicted.		Total Number of Licenses Forfeited for Misconduct.	To 1,000 Population.	Number per Cent. Proceeded against.	Number per Cent. Convicted of Offences against Good Order.	Number per Cent. whose Licenses were Forfeited for Misconduct.	Number per Cent. of Informations against Licensed Houses Dismissed.	Total Number Proceeded against.	Total Number Convicted.	Total Number Discharged.	Number Proceeded against per 1,000 Population.	Number Convicted per 1,000 Population.	Number per Cent. Proceeded against who were Discharged.	Number Convicted to each Licensed House.	Number Convicted to each Conviction of Licensed House.
				Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.													
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.
Bedfordshire	117,347	1·42	3·92	538	423	5	13	4	8	1	8·19	1·87	1·24	·10	33·33	178	167	11	1·51	1·42	6·1	·17	13·91
Buckinghamshire	160,022	1·40	2·70	815	578	32	34	22	31	- -	8·70	4·73	3·80	–	19·69	465	358	107	2·90	2·23	23·01	·25	6·75
Cambridgeshire	85,256	·79	4·85	411	380	10	12	10	12	4	9·28	2·78	2·78	·50	none	51	42	9	·59	·49	17·64	·05	1·90
Ely, Isle of	55,319	·77	4·73	253	303	8	17	6	15	1	1·00	4·49	3·77	·18	16·00	173	95	78	3·12	1·71	45·08	·17	4·52
Essex, with Harwich and Saffron Walden	291,924	1·29	1·51	1,003	918	6	31	6	25	- -	6·60	1·91	1·60	–	16·21	284	196	88	·97	·67	30·98	·10	6·32
Hertfordshire	141,209	1·38	7·16	725	650	31	31	26	28	- -	9·73	4·50	3·92	–	12·90	356	259	97	2·52	1·83	27·24	·18	4·79
Huntingdonshire, with Godmanchester and Huntingdon	64,250	·87	1·47	318	323	2	6	2	6	- -	9·98	1·24	1·24	–	none	95	56	39	1·47	·87	41·05	·08	7·00
Leicestershire	169,356	·83	2·21	764	259	22	16	18	15	3	6·04	3·71	3·22	·29	13·15	271	219	52	1·60	1·29	19·18	·21	6·63
Lincolnshire	343,140	1·07	3·31	1,098	635	54	48	40	41	a3	5·05	5·88	4·67	·17	20·58	888	650	238	2·58	1·89	26·80	·37	8·02
Norfolk	317,296	·85	4·06	1,261	543	27	20	23	19	- -	5·08	2·60	2·32	–	10·63	412	337	75	1·29	1·06	18·20	·18	8·02
Northamptonshire	167,854	1·16	1·21	631	410	42	22	38	18	1	6·38	5·97	5·22	·09	12·50	282	204	78	1·66	1·21	27·65	·19	3·64
Peterborough Liberty	22,655	1·59	3·67	100	98	6	14	6	13	- -	8·76	10·10	9·59	–	5·00	25	24	1	1·10	1·06	4·00	·12	1·26
Oxfordshire	140,730	1·41	4·41	651	353	19	29	17	24	5	7·13	4·78	4·08	·49	14·58	290	238	52	2·06	1·69	17·93	·23	5·80
Rutlandshire	21,807	·41	1·33	80	65	–	5	–	3	- -	6·65	3·44	2·06	–	40·00	28	15	13	1·28	·68	46·42	·10	5·00
Shropshire, with Oswestry and Wenlock	217,379	1·33	1·91	732	426	43	37	31	28	b8	5·32	6·90	5·95	·69	26·25	1,432	1,322	110	6·59	6·08	7·68	1·14	22·40
Staffordshire, with Staffordand and Tamworth	630,829	2·11	4·65	2,118	648	184	487	154	394	7	7·55	14·07	11·49	·14	18·33	3,544	2,688	856	5·61	4·26	24·15	·56	4·90
Suffolk, East, with Beccles, Eye, and Orford	179,213	1·01	2·17	390	270	3	4	3	4	- -	3·68	1·06	1·06	–	–	210	156	54	1·17	·87	25·71	·23	22·28
Suffolk, West, with Bury St. Edmunds	113,418	1·42	2·16	390	242	6	21	4	18	2	5·57	4·27	3·48	·31	18·51	169	130	39	1·49	1·14	23·07	·20	5·90
Warwickshire	193,123	1·94	3·34	803	417	23	35	22	31	2	6·31	4·75	4·34	·16	8·62	366	303	63	1·89	1·56	17·21	·24	5·71
Worcestershire, with Evesham and Dudley	249,154	1·70	2·13	997	685	42	58	29	47	- -	6·75	5·94	4·51	–	24·00	683	435	248	2·74	1·74	36·16	·25	5·72

a One of these was a beer-house.

b Two of these were beer-houses.

Table III.

Group 2.—Welsh Counties.

A STATISTICAL TABLE of the Numbers of Public Houses and Beer Houses; the Number proceeded against and convicted of offences against good order, and the Number of Persons proceeded against, convicted, and discharged for Drunkenness, with their proportions to each other and to Population; Showing also their comparative influence upon the amount of Indictable Crime committed, and the Number of Known Thieves, &c. existing in the undermentioned Welsh Counties, for the Year ending 29th September 1868.

Welsh Counties.	Population (Census 1861).	Number of "Table 4," or Indictable Offences Committed, per 1,000 Population.	Number of Known Thieves, &c., to 1,000 Population.	LICENSED HOUSES.											DRUNK AND DISORDERLIES.							
				Total Number of Licensed Houses.		Total Number Proceeded against for Offences against good Order.		Total Number Convicted.		Total Number of Licenses Forfeited for Misconduct.	To 1,000 Population.	Number per Cent. Proceeded against.	Number per Cent. Convicted of Offences against good Order.	Number per Cent. whose Licenses were Forfeited for Misconduct.	Number per Cent. of Informations against Licensed Houses Dismissed.	Total Number Proceeded against.	Total Number Convicted.	Total Number Discharged.	Number Proceeded against per 1,000 Population.	Number Convicted per 1,000 Population.	Number per Cent. Proceeded against who were Discharged.	Number Convicted to each Licensed House.	Number Convicted to each Conviction of a Licensed House.
				Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.													
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.
Anglesea, with Beaumaris	54,609	·60	·51	262	13	3	1	3	1	- -	5·03	1·45	1·45	–	–	87	33	54	1·59	·60	62·06	·12	8·25
Carnarvonshire, with Bangor and Carnarvon	92,776	·93	3·10	495	39	32	5	19	2	2	5·76	6·92	3·93	·37	43·24	608	490	118	6·55	5·28	19·40	·91	23·33
Denbighshire, with Denbigh	104,316	·83	·98	448	211	4	9	4	7	- -	6·31	1·97	1·66	–	15·38	314	252	62	3·01	2·41	19·74	·38	22·90
Flintshire, with Flint	69,849	1·37	1·53	421	146	18	16	13	12	2	8·12	6·00	4·40	·35	26·47	354	314	40	5·07	4·49	11·30	·55	12·56
Merioncthshire	38,888	·92	2·11	161	15	7	3	5	3	- -	4·53	5·68	4·54	–	20·00	106	86	20	2·73	2·21	18·86	·48	10·75
Montgomeryshire, with Montgomery, Welshpool, Llanidloes, and Llanfyllin	66,919	1·42	2·79	256	49	19	13	14	9	- -	4·55	10·49	7·54	–	28·12	233	153	80	3·48	2·28	34·33	·50	6·65

TABLE III.

GROUP 3.—BOROUGHS with Populations under 8,000.

A STATISTICAL TABLE of the Numbers of Public Houses and Beer Houses; the Number proceeded against and convicted of offences against good order, and the Number of Persons proceeded against, convicted, and discharged for Drunkenness, with their proportions to each other and to Population; Showing also their comparative influence upon the amount of Indictable Crime committed, and the Number of Known Thieves, &c. existing in the undermentioned BOROUGHS, with Populations under 8,000, for the Year ending 29th September 1868.

BOROUGHS with Populations under 8,000.	Population (Census 1861).	Number of "Table 4," or Indictable Offences Committed, per 1,000 Population.	Number of Known Thieves, &c., to 1,000 Population.	LICENSED HOUSES.											DRUNK AND DISORDERLIES.							
				Total Number of Licensed Houses.		Total Number Proceeded against for Offences against good Order.		Total Number Convicted.		Total Number of Licenses Forfeited for Misconduct.	To 1,000 Population.	Number per Cent Proceeded against.	Number per Cent. Convicted of Offences against good Order.	Number per Cent. whose Licenses were Forfeited for Misconduct.	Number per Cent. of Informations against Licensed Houses Dismissed.	Total Number Proceeded against.	Total Number Convicted.	Total Number Discharged.	Number Proceeded against per 1,000 Population.	Number Convicted per 1,000 Population.	Number per Cent. Proceeded against who were Discharged.	Number Convicted to each Licensed House.	Number Convicted to each Conviction of a Licensed House.
				Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.													
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.
Banbury	4,055	1·25	·50	38	18	1	2	1	2	-	14·00	5·35	5·35	-	-	33	28	5	8·25	7·00	15·15	·50	9·33
Grantham	4,954	3·46	3·06	33	15	3	-	3	-	-	9·79	6·25	6·25	-	-	30	28	2	6·12	5·71	6·66	·58	9·33
Hertford	6,769	2·38	4·62	56	20	1	-	1	-	-	11·37	1·31	1·31	-	-	28	14	14	4·18	2·09	50·00	·18	4·00
Lichfield	6,893	2·94	2·35	68	11	5	-	4	-	-	11·61	6·32	5·06	-	20·00	87	54	33	12·80	7·94	37·93	·68	13·50
Ludlow	5,178	·78	2·55	57	4	3	1	2	1	-	11·96	6·55	4·91	-	25·00	59	39	20	11·56	7·64	33·90	·63	13·00
St. Albans	7,675	2·36	3·29	57	29	1	1	1	1	-	11·31	2·32	2·32	-	-	28	11	17	3·68	1·44	60·71	·12	5·50
Stratford-on-Avon	3,672	1·94	1·66	34	5	1	-	1	-	-	10·83	2·56	2·56	-	-	23	13	10	6·39	3·61	43·47	·33	13·00
Sudbury	6,879	1·61	4·11	21	18	1	-	-	-	-	5·73	2·56	2·56	-	-	7	5	2	1·03	·73	28·57	·12	5·00
Chipping Wycombe	4,222	3·81	3·0	48	10	-	3	-	3	-	13·81	5·17	5·17	-	-	27	18	9	6·42	4·28	33·33	·31	6·00

TABLE II.

GROUP 4.—BOROUGHS with Populations between 8,000 and 20,000.

A STATISTICAL TABLE of the Numbers of Public Houses and Beer Houses; the Number proceeded against and convicted of offences against good order, and the Number of Persons proceeded against, convicted, and discharged for Drunkenness, with their proportions to each other and to Population; Showing also their comparative influence upon the amount of Indictable Crime committed, and the Number of Known Thieves, &c. existing in the undermentioned BOROUGHS, with Populations between 8,000 and 20,000, for the Year ending 29th September 1868.

BOROUGHS with Populations between 8,000 and 20,000.	Population (Census 1861).	Number of "Table 4," or Indictable Offences Committed per 1,000 Population.	Number of Known Thieves, &c., to 1,000 Population.	LICENSED HOUSES.											DRUNK AND DISORDERLIES.							
				Total Number of Licensed Houses.		Total Number Proceeded against for Offences against good Order.		Total Number Convicted.		Total Number of Licenses Forfeited for Misconduct.	To 1,000 Population.	Number per Cent. Proceeded against.	Number per Cent. Convicted of Offences against good Order.	Number per Cent. whose Licenses were Forfeited for Misconduct.	Number per Cent. of Informations against Licensed Houses Dismissed.	Total Number Proceeded against.	Total Number Convicted.	Total Number Discharged.	Number Proceeded against per 1,000 Population.	Number Convicted per 1,000 Population.	Number per Cent. Proceeded against who were Discharged.	Number Convicted to each Licensed House.	Number Convicted to each Conviction of a Licensed House.
				Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses													
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.
Bedford	13,412	2·76	1·86	46	67	–	–	–	–	–	8·43	(*a*)	(*b*)	none	(*a*)	42	17	25	3·13	1·26	59·52	·15	(*b*)
Boston	15,038	1·13	2.20	48	52	4	4	4	4	–	6·66	8·00	8·00	–	–	73	29	44	4·86	1·93	60·27	·29	3·62
Great Grimsby	11,032	7·27	12·36	43	53	2	13	2	13	–	8·72	15·62	15·62	–	–	107	84	23	9·72	7·63	21·49	·87	5·60
Kidderminster	15,399	2·22	2·74	98	31	4	4	4	4	–	8·43	6·20	6·20	–	–	99	48	51	6·47	3·13	51·51	·37	6·00
King's Lynn	16,170	·87	·99	158	11	7	–	2	–	–	10·49	4·14	1·18	–	71·42	(*c*) 88	9	(*c*)79	5·46	·55	89·77	·05	4·50
Leamington	17,454	1·03	3·04	84	10	1	1	1	1	–	5·40	2·12	2·12	–	–	62	59	3	3·56	3·39	4·83	·62	29·50
Louth	10,468	·76	2·69	29	27	1	6	1	5	–	5·38	12·50	10·71	–	14·28	41	27	14	3·94	2·59	34·14	·48	4·50
Newcastle-under-Lyme	12,638	2·30	2·38	66	64	14	22	14	19	1	10·31	27·69	25·38	·7	8·33	233	222	11	18·49	17·61	4·72	1·70	6·72
Stamford	8,044	1·50	2·00	66	7	6	1	3	1	–	9·12	9·58	5·48	–	42·85	69	15	54	8·62	1·87	78·26	·20	3·75
Warwick	10,589	2·66	2·28	62	11	2	1	2	1	–	6·95	4·10	4·10	–	–	54	11	43	5·14	1·04	79·63	·15	3·66
Wisbeach	9,276	1·84	2·60	51	30	7	1	5	1	–	8·80	9·87	7·40	–	25·00	74	26	48	8·04	2·82	64·86	·32	4·33

(*a*) No licensed house proceeded against. (*b*) No licensed house convicted. (*c*) Fifty of these were discharged on paying costs.

Table III.

Group 5.—Boroughs with Populations between 20,000 and 50,000.

A STATISTICAL TABLE of the Numbers of Public Houses and Beer Houses; the Number proceeded against and convicted of offences against good order, and the Number of Persons proceeded against, convicted, and discharged for Drunkenness, with their proportions to each other and to Population; Showing also their comparative influence upon the amount of Indictable Crime committed, and the Number of Known Thieves, &c. existing in the undermentioned Boroughs, with Populations between 20,000 and 50,000, for the Year ending 29th September 1868.

Boroughs with Populations between 20,000 and 50,000.	Population (Census 1861).	Number of "Table 4," or Indictable Offences Committed, per 1,000 Population.	Number of Known Thieves, &c., to 1,000 Population.	Licensed Houses: Total Number of Licensed Houses.		Total Number Proceeded against for Offences against good Order.		Total Number Convicted.		Total Number of Licenses Forfeited for Misconduct.	Drunk and Disorderlies: To 1,000 Population.	Number per Cent. Proceeded against.	Number per Cent. Convicted of Offences against good Order.	Number per Cent. whose Licenses were Forfeited for Misconduct.	Number per Cent. of Informations against Licensed Houses Dismissed.	Total Number Proceeded against.	Total Number Convicted.	Total Number Discharged.	Number Proceeded against per 1,000 Population.	Number Convicted per 1,000 Population.	Number per Cent. Proceeded against who were Discharged.	Number Convicted to each Licensed House.	Number Convicted to each Conviction of a Licensed House.
				Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.													
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.
Cambridge - - -	26,351	2·12	5·28	221	54	1	5	–	4	1	10·45	2·18	1·45	·36	33·33	65	27	38	2·47	1·02	58·46	·09	6·75
Colchester - - -	23,730	2·86	3·62	109	52	2	1	1	1	3	6·79	1·86	1·24	1·86	33·33	63	23	40	2·65	·97	63·49	·14	11·50
Coventry - - - -	40,937	1·12	1·68	262	2	14	–	13	–	- -	6·45	5·30	4·92	–	7·14	159	37	122	3·88	·90	76·72	·14	2·84
Great Yarmouth - -	34,573	1·91	3·10	182	96	1	3	1	2	- -	8·05	1·43	1·07	–	25·00	129	118	11	3·73	3·42	8·52	·42	39·33
Ipswich - - - -	37,719	2·14	1·61	142	156	6	19	5	16	- -	7·90	8·38	7·04	–	16·00	120	60	60	3·18	1·59	50·00	·20	2·85
Lincoln - - - -	20,995	1·29	1·91	115	48	4	2	3	2	- -	7·79	3·68	3·06	–	16·66	67	38	29	3·20	1·81	43·28	·23	7·60
Northampton - - -	32,813	2·37	1·92	70	198	11	64	10	54	- -	8·17	28·00	23·88	–	14·66	170	166	4	5·18	5·06	2·35	·61	2·59
Shrewsbury - - -	23,000	1·82	1·13	164	31	5	6	4	4	- -	8·47	5·64	4·10	–	27·27	196	153	43	8·52	6·65	21·93	·78	19·12
Walsall - - - -	37,762	1 69	5·57	180	144	19	25	18	23	- -	8·59	13·58	12·65	–	6·81	100	69	31	2·65	1·83	31·00	·21	1·68
Worcester - - -	32,000	2·25	3·53	190	110	17	9	13	7	- -	9·37	8·66	6·66	–	23·07	253	99	54	7·90	3·09	21·34	·33	4·95

Table III.

Group 6.—Boroughs with Populations exceeding 50,000.

A STATISTICAL TABLE of the Numbers of Public Houses and Beer Houses; the Number proceeded against and convicted of offences against good order, and the Number of Persons proceeded against, convicted, and discharged for Drunkenness, with their proportions to each other and to Population; Showing also their comparative influence upon the amount of Indictable Crime committed, and the Number of Known Thieves, &c. existing in the undermentioned Boroughs, with Populations exceeding 50,000, for the Year ending 29th September 1868.

BOROUGHS with Populations exceeding 50,000.	Population (Census 1861).	Number of "Table 4," or Indictable Offences Committed, per 1,000 Population.	Number of Known Thieves, &c., to 1,000 Population.	LICENSED HOUSES.											DRUNK AND DISORDERLIES.							
				Total Number of Licensed Houses.		Total Number Proceeded against for Offences against good Order.		Total Number Convicted.		Total Number of Licenses Forfeited for Misconduct.	To 1,000 Population.	Number per Cent. Proceeded against.	Number per Cent. Convicted of Offences against good Order.	Number per Cent. whose Licenses were Forfeited for Misconduct.	Number per Cent. of Informations against Licensed Houses Dismissed.	Total Number Proceeded against.	Total Number Convicted.	Total Number Discharged.	Number Proceeded against, per 1,000 Population.	Number Convicted, per 1,000 Population.	Number per Cent. Proceeded against who were Discharged.	Number Convicted to each Licensed House.	Number Convicted to each Conviction of a Licensed House.
				Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.	Beer Houses.	Public Houses.													
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.
Birmingham - - -	295,955	5·77	5·85	698	1,300	139	348	115	309	1	6·75	24·37	21·22	·05	12·93	2,310	1,175	1,135	7·80	3·97	49·13	·58	2·77
Leicester - - -	68,168	2·80	2·15	285	219	17	35	14	26	- -	7·40	10·31	7·93	–	23·07	304	281	23	4·46	4·12	7·56	·55	7·02
Norwich - - - -	74,414	1·72	2·58	603	63	4	3	3	3	- -	8·95	1·05	·90	–	14·28	103	46	57	1·38	·61	55·34	·06	7·66
Wolverhampton - -	60,858	3·75	5·54	219	247	16	40	11	37	- -	7·66	12·01	10·30	–	14·28	338	191	147	5·55	3·14	43·49	·41	4·00

William Cartwright, Lieut.-General,
Her Majesty's Inspector of Constabulary.

No. 2.
Northern District.

No. 2.—NORTHERN DISTRICT.

TWELFTH ANNUAL REPORT of the Inspector of CONSTABULARY and POLICE FORCES in the Northern District, for the Year ended 29th September 1868.

15, Rutland Gate, London,
29 September 1868.

Sir,

I HAVE the honour to state that I have inspected the police of the counties, cities, and boroughs, comprised in the Northern District, and beg to report as follows:—

The constabulary of the counties, viz., Northumberland, Cumberland, and Westmoreland, Durham, the three Ridings of Yorkshire, Lancashire, Cheshire, Derbyshire, and Nottinghamshire, is in a satisfactory state of efficiency, in point of numbers and discipline; the officers and constables are generally men of intelligence, and well fitted for the service, and the duties of police are discharged with zeal and efficiency—numerous extra duties are also performed by the police with advantage to the public, including the inspection of weights and measures, the inspection of common lodging-houses, the inspection of nuisances, the relief of vagrants, &c.

During the year Derbyshire and Nottinghamshire have been transferred from the Midland to the Northern District; within the same period there has been an augmentation of 432 constables in the constabulary of the counties, the total numbers being 2,967, against 2,535 in the preceding year, and an increase of 454 constables in the police of the cities and boroughs, the numbers being 4,385 against 3,931.

In some cases it has been found desirable to make an addition to the pay of the constables, in consequence of the difficulty which was experienced in obtaining suitable men, and of retaining them after they had acquired a knowledge of their duty, and their services had become really valuable. I am glad, however, to report that very few vacancies existed at the time of my inspection, and that the large forces, which in some instances it had been found difficult to maintain at the full strength, were either complete or only a few men below their establishment, and that generally a good class of candidates were applying for appointment.

In my report upon the counties of Cumberland and Westmoreland, I have referred to the measures the justices have taken for the suppression of vagrancy, by rigidly enforcing the provisions of the Vagrant Act, and which, according to a statement kindly furnished me by the chief constable of those counties, have been attended with very favourable results. Undoubtedly a considerable amount of crime, especially in country districts, is committed by persons on tramp, and were the course pursued in Cumberland and Westmoreland generally adopted, and the law in respect to vagrants and tramps strictly administered, I am of opinion it would be found to operate beneficially in the suppression of professional vagrancy, and in the diminution of crime. The following boroughs have failed to raise their police establishments to a sufficient strength to permit of my reporting them efficient, viz.: Ashton-under-Lyne, Berwick, Congleton, Dewsbury, Macclesfield, Oldham, Ripon, and Stockport. The police of Richmond is also insufficient in number, and the population of the borough, according to the last census, is less than 5,000 inhabitants.

The corporations of Blackburn, Bolton, and Kendal, have increased their establishments, and I am glad to be able to report the police of those boroughs efficient from the dates of their respective augmentations. In many of the cities and boroughs in the district the municipal authorities appear to take much interest in the efficient organisation and management of their police. The facilities in obtaining employment, and the high rates of wages which rule in the

the towns, in some cases, lead to more frequent changes amongst the men than are desirable; the establishments, notwithstanding, are generally composed of intelligent and well-selected officers and constables, and are maintained in a satisfactory state of discipline. I am of opinion that the service would benefit if uniformity were established in the mode of keeping the books, and also in the clothing and appointments supplied to the men; local requirements in some instances may render variations in matters of detail necessary, but I think that a more uniform system might be adopted with advantage, especially in the form and method of keeping the more important books, such as the Charge, Summons, Report of Robbery, and Prisoners' Property Receipt Books, and in regard to the pattern and materials of the men's clothing, accoutrements, and necessaries.

The question of superannuation is one of vital importance. It has been shown that most, if not all, the funds, as at present constituted, must sooner or later prove insufficient to meet the demands upon them, which would necessitate a recourse to the police rate to make up deficiencies, and to defray retiring allowances.

Such a result would press hardly upon constables who had subscribed for years, and whose contributions had been expended in the payment of their predecessors' pensions, and be calculated to render the service unpopular. It therefore appears very important that a plan be devised to provide for the support of the several funds which shall place them in a solvent position, and insure their permanent stability. If this cannot be effected, I believe it would be preferable to transfer the payment of retiring allowances to the rates, rather than defer doing so until the superannuation funds have been saddled with heavier liabilities, and their resources have been entirely exhausted.

The existing restriction with regard to age, except in cases of certified incapacity, before a constable is eligible for superannuation, is also a subject entitled to consideration; it operates very disadvantageously towards men who enter the service young, and who for that reason most frequently make efficient officers; were length of service, irrespective of age, a condition which enabled the justices to grant pensions, it would place the constables upon a footing of equality, and I believe be looked upon as a boon by the service.

I have, &c.
(signed) *W. P. Elgee*,
Inspector of Constabulary.

The Right Hon. Gathorne Hardy,
H.M.'s Principal Secretary of State for the Home Department.

County of Chester.

Population in 1861	329,227
Area in acres	692,979
*Number of constables	259
Population to one constable	1,271
Acreage to one constable	2,675

* Exclusive of eight constables appointed under Act 3 & 4 Vict. c. 88, s. 19.

The inspection was commenced on the 24th, and was continued until the 27th of March, at which period the authorised establishment comprised one chief constable, 10 superintendents, five inspectors, 34 serjeants, 209 constables, and eight additional constables, appointed as above stated; nine men were required to complete.

In October 1867, 20 constables were added to form a reserve at head quarters, to be employed upon special duty as required, whose services were discontinued on the 6th of April. It appears by a report received from the chief constable of the county that a further variation has since been made, by the addition of nine men to the permanent establishment, and one additional constable; the strength of the force on the 29th September, therefore, was 257, including nine additional constables.

The undermentioned duties are discharged by members of the force.

Nine superintendents act as inspectors of weights and measures; three superin-

No. 2. Northern District.

tendents, two inspectors, and nine serjeants, as inspectors of nuisances; two superintendents as inspectors of common lodging-houses; one superintendent and one serjeant as superintendents of fire brigade; seven serjeants and two constables as assistant relieving officers of vagrants; and one inspector as inspector of hackney carriages.

The force is formed into nine police districts, together with the head quarters and reserve at Chester.

The Inspector visited the divisional station-houses and several of the strong rooms at the out-stations. He found the officers' and constables' quarters, the offices, charge rooms, and cells for prisoners generally well arranged, commodious, and in good order.

The clothing for the current year had been issued. It seemed of good quality, and was well fitted.

The accoutrements and other necessaries had been regularly supplied, and were in serviceable condition.

The officers and constables are a well-selected and efficient body. The books and records of service at the chief constable's office were well kept, and the entries in the books in the divisions generally correct. The Inspector is of opinion that this establishment has been maintained in a satisfactory state of discipline and efficiency.

Borough of Birkenhead.

Borough of Birkenhead.

Population in 1861	37,532
Area in acres	1,577
*Number of constables	75
Population to one constable	500

* Exclusive of one inspector and 26 constables appointed at the expense of public companies and private firms.

Inspected on the 7th of April. On parade: One head constable, one superintendent, seven inspectors, three clerks, two bridewell keepers, 77 constables; on duty, one detective officer, and four constables; sick, one inspector; on special duty at sessions, one detective officer and four constables. One inspector and 24 constables are maintained at the expense of the Mersey Dock and Harbour Board for dock duty, and two constables are employed by Messrs. Laird at their works, leaving 75 of all ranks for ordinary town duty.

The men, who are a fine and effective body, appeared for inspection in their last year's issue of clothing, which was in good and serviceable condition. The offices, charge room, and bridewells were in good order, and the books regularly and correctly kept.

The police duties of this establishment seemed in every respect well provided for; and the Inspector has to report it efficient in point of discipline and numbers.

City of Chester.

City of Chester.

Population in 1861	31,101
Area in acres	3,518
Number of constables	41
Population to one constable	758

Inspected on the 24th of March.

Present, one chief constable, one inspector, three serjeants, two detective officers, and 28 constables; sick, one serjeant and one constable; on duty, one inspector and three constables.

The permanent strength of the force is 36 of all ranks, but on the 19th October 1867, it was temporarily increased to 50; consequently, at the time of inspection, five of the men present were temporary constables. On the 18th of August the Inspector was informed that the actual strength had reverted to 36, owing to resignations, although the resolution of the council authorising the appointment of additional men was still in force.

The establishment is composed of a fine body of men, well clothed, and supplied

plied with the usual accoutrements, but many changes had occurred during the year; 15 constables were in the third class, and 14 had been less than 12 months in the service at the time of inspection.

The premises at present occupied by the police are inadequate, and the lock-up accommodation is insufficient. The Town Hall, however, now in course of building, will contain suitable provision for the police requirements of the city.

The books appeared to have been regularly kept, and due attention bestowed upon them.

In the opinion of the Inspector the force has been maintained in a satisfactory state of efficiency.

Borough of Congleton.

Borough of Congleton.

Population in 1861	12,338
Area in acres	2,564
Number of constables	5
Population to one constable	2,467

Inspected on the 28th of March.

The force consists of one superintendent and four constables. The men are not supplied with uniform, and are insufficient in number for the ordinary duties of the borough.

No provision is made for heating the lock-ups, which are damp and unfit for the custody of prisoners.

The Inspector has to report the establishment inefficient.

Borough of Macclesfield.

Borough of Macclesfield.

Population in 1861	36,095
Area in acres	2,410
*Number of constables	21
Population to one constable	1,719

* Exclusive of one additional constable.

The inspection was made on the 28th of March, when the establishment, consisting of one head constable, one detective serjeant, one serjeant, and 19 constables, paraded.

The detective serjeant is maintained at the expense of the Macclesfield Silk Association. Five of the constables added temporarily to the force, on the 8th January, were not fully equipped, having only had a great coat, cape, lamp, truncheon, and nippers supplied to them.

A superannuation fund has not been established, nor deductions made from the pay of the constables as required by the 8th section of the 22 & 23 Vict. c. 32. A sum of money, amounting to between 500*l.* and 600*l.*, has been collected, accruing from fees for the execution of warrants and service of summonses, which is intended to form the nucleus of a fund at some future time, and is the only step that has been taken to carry out the provisions of the statute.

The men presented a creditable appearance, and, with the exception of the recent augmentation, had all been more than a year in the service. The clothing was of good quality, and the books were well and correctly kept.

The establishment, however, is quite insufficient in strength for the effective discharge of the ordinary duties of the borough.

No. 2. Northern District

Borough of Stalybridge.

Borough of Stalybridge.

Population in 1861	24,806
Area in acres	883
Number of constables	25
Population to one constable	992

Inspected on the 31st of March.

Present, one head constable, one inspector, two serjeants, and 18 constables; absent on duty, one inspector and two constables.

No change has taken place in the organisation of the force, or in the scale for pay, during the past year. The men presented a creditable appearance, but in one or two instances had been admitted into the service younger than was desirable. The Inspector also observed that a considerable number of changes had taken place in the preceding 12 months, eight constables having been appointed within that period.

The clothing was of good quality and generally well fitted, and the men were in possession of the customary appointments. The books appeared to be correctly kept, and the offices, charge-room, and lock-ups were clean and in good order.

The cells, though dry and secure, are dark and ill-ventilated.

In the Inspector's opinion the establishment has been maintained in a state of efficiency.

Borough of Stockport.

Borough of Stockport.

Population in 1861	54,681
Area in acres	3,167
Number of constables	28
Population to one constable	1,953

The force was inspected on the 27th of March, when it consisted of one chief superintendent, one clerk, one inspector, two serjeants, and 23 constables. Six constables, who had been appointed only three weeks prior to the inspection, paraded in plain clothes, as their uniform had not been supplied; seven others had not completed one year's service.

The men, upon the whole, seemed well selected, and their clothing was of good quality. The books generally appeared correctly kept, and the charge-room, offices, and cells for prisoners, which are commodious, were clean and in good order.

This borough contains a population of more than 54,000 inhabitants, according to the last census. It extends over a very considerable area, and contains a large amount of valuable property.

The Inspector has to express his opinion that the existing establishment is altogether inadequate efficiently to discharge the ordinary duties of police.

Counties of Cumberland and Westmoreland.

Counties of Cumberland and Westmoreland.

Population in 1861	224,638
Area in acres	1,482,863
*Number of constables	134
Population to one constable	1,676
Acreage to one constable	11,066

* Exclusive of 14 constables appointed under the 19th section, 3 & 4 Vict. c. 88.

The inspection was commenced on the 27th of July, and completed on the 7th of August.

The force in Cumberland consisted of seven superintendents, six inspectors, eight serjeants, 87 constables, 12 additional constables, appointed as above stated, and one constable appointed under the 20th section of the same statute.

In

No. 2.
Northern District.

In Westmoreland, of two superintendents, two inspectors, one serjeant, and 19 constables, and two additional constables.

In conformity with a recommendation from Mr. Secretary Hardy, dated 28th September 1867, eight comstables were added to the Cumberland force from October 1867 until April 1868, to be employed upon special duty during the winter.

The constabulary of both counties, in addition to their ordinary duties, act as assistant relieving officers for the relief of tramps and vagrants, inspectors of common lodging-houses, inspectors of weights and measures, and, when required, as inspectors of roads, the duty being to report to the surveyors damage done to roads and bridges; they also act as high constables of petty sessional divisions, and in a few places are inspectors of nuisances.

Cumberland is divided into six, and Westmoreland into two police districts. The superintendent of the Kendal and Kirkby Lonsdale division has charge of the borough force of Kendal; this arrangement has been in operation some years, and is stated to work beneficially for both services.

The number of constables stationed in the towns of Wigton and Cockermouth, which each contain a population of 7,000 inhabitants, in the Inspector's opinion was insufficient. He was informed that his suggestion with regard to an increase should meet with attention.

In consequence of the frequent and general complaints of the inhabitants, as to the depredations and numerous robberies committed by vagrants and tramps, the police committee brought the subject under the consideration of the last Michaelmas and Epiphany sessions of the two counties, and the courts unanimously recommended that the provisions of the Vagrant Act, in respect to tramps and vagrants, should be strictly administered. The result has been that during the nine months, ended the 30th June, 258 tramps were apprehended in Cumberland; of this number 173 were committed to prison, and 85 were discharged. In Westmoreland, 166 were apprehended, of whom 124 were committed, and 42 were discharged: showing an increase, compared with the corresponding period of the previous year, of 310 apprehensions, and of 206 committals. The police returns for the city of Carlisle give a decrease of 1,039 tramps and vagrants in the lodging-houses, and in the casual ward attached to the union workhouse; while there has been a diminution of 2,484 persons of this class in Cumberland, and of 1,626 in Westmoreland in the same period. The chief constable reports that since the law has been strictly carried out, serious crimes and petty offences have decreased, and that in every respect the course adopted by the magistrates has been attended with beneficial and satisfactory results.

The force consists of a well-chosen and efficient body of men. The clothing and appointments were in good and serviceable condition; the books and returns carefully and correctly kept. The station-houses, of which there are 28 in the two counties, were visited, with the exception of two, and were found clean and generally in good order.

In the Inspector's opinion the force has been maintained in a satisfactory state of efficiency.

City of Carlisle.

City of Carlisle.

Population in 1861	29,436
Area in acres	3,842
Number of constables	33
Population to one constable	892

On the 27th of July the establishment, consisting of one chief constable, three serjeants, and 29 constables, paraded for inspection.

During the year it has received an augmentation of two constables. Within the same period six men have resigned and four have been dismissed.

The proportion of officers is insufficient for the number of constables, and affords only one serjeant on patrol duty during the night in a town of 30,000 inhabitants.

The constables appeared to be a respectable and effective body, well clothed, and supplied with the usual appointments, with the exception of handcuffs. The

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books were regularly and correctly kept, and the office, charge room, and cells for prisoners, were clean and in good order.

The Inspector is of opinion that the force has been maintained in a satisfactory state of efficiency.

Borough of Kendal.

Borough of Kendal.

Population in 1861	12,028
Area in acres	2,720
Number of constables	11
Population to one constable	1,094

Inspected on the 6th of August.

Present: one inspector, one serjeant, and eight constables; one constable was required to complete.

The following additions have been made to the force since the 29th September 1867: viz., one constable on the 29th October 1867, two constables on the 28th of April 1868, one inspector on the 7th July 1868, one constable on the 20th July 1868.

The force is under the charge of the superintendent of the Kendal and Kirkby Lonsdale division of the Westmoreland constabulary, who receives a salary of 50 *l.* per annum from the Corporation.

The office, lock-ups, and charge room are used in common by the county and borough forces, and were clean and in good order.

The establishment was composed of an efficient body of men, and the clothing and appointments supplied to them were of good quality and in serviceable condition; the books appeared also to be regularly and correctly kept. In February the Watch Committee formed a merit class, with additional pay of 1 *s.* per week, open to all ranks; with this exception, the scale of pay remains the same as last year.

In the Inspector's opinion the force has been maintained in a satisfactory state of discipline, and has been efficient in point of numbers since it was raised to its present strength.

County of Derby.

County of Derby.

Population in 1861	272,400
Area in acres	623,992
*Number of constables	171
Population to one constable	1,593
Aereage to one constable	3,649

* Six constables appointed under the 19th section, 3 & 4 Vict. c. 88, not included.

The inspection commenced on the 3rd and ended on the 8th June.

The establishment consisted of one chief constable, one chief clerk, 12 superintendents, two detective inspectors, 12 inspectors, 22 serjeants, 121 constables, and six additional constables.

The pay and organisation of the force remain the same as when last inspected, with the exception of a reduction of one constable appointed under the Act 3 & 4 Vict. c. 88, s. 19.

The Inspector visited the head-quarters of the several police districts, of which there are 12 in the county, and several of the smaller stations.

The station-house at Ashbourne is defective in respect of the plan adopted for heating and ventilating the cells; the building generally was also reported to be very damp during the winter months. The lock-ups at the Buxton station are damp. The cells recently erected at Ilkeston had not been fitted with warming apparatus when inspected. They were likewise imperfectly ventilated. In the construction of some of the other lock-ups, ventilation has not been sufficiently attended to, which is more especially necessary, as prisoners are not unfrequently confined in them, upon remand, for eight days, and in some instances for a longer period.

The

The following extra duties are performed by this constabulary :—

Inspection of weights and measures,
Inspection of common lodging-houses,
Inspection of county property, bridges, &c.

One superintendent holds the appointment of high constable ; four are sanitary inspectors, and two superintendents and four inspectors act as assistant relieving officers for vagrants.

The force is composed of an efficient body of men, supplied with the usual clothing and accoutrements, which were in good order. The Inspector is of opinion that it has been maintained in a satisfactory state of discipline and efficiency.

Borough of Chesterfield.

Borough of Chesterfield.

Population in 1861	9,835
Area in acres	296
Number of constables	14
Population to one constable	702

Inspected on the 4th of June.

The establishment received an augmentation of three constables on the 4th of November of last year; it now consists of one head constable, two serjeants, and 11 constables.

The men are supplied with the ordinary clothing and appointments, which were in good order, and much care appeared to have been given to the selection and equipment of the force.

There are no cells for prisoners belonging to the corporation; the borough prisoners are consequently confined in the lock-up attached to the police station of the Chesterfield division of the Derbyshire constabulary, which is situated within the borough.

The Inspector is of opinion that the force is efficient in point of discipline and numbers.

Borough of Derby.

Borough of Derby.

Population in 1861	43,081
Area in acres	1,660
Number of constables	50
Population to one constable	861

Force inspected on the 3rd of June.

Strength, one head constable, one detective inspector, two inspectors, two detective serjeants, five serjeants, and 39 constables; five constables were added on the 8th of January last, three of whom were on the establishment at the time of inspection.

The head constable is inspector of weights and measures, inspector of cabs, billet master, high constable, and assistant relieving officer for vagrants, and also superintendent of the fire brigade.

The force is composed of an efficient body of men, and the police duties appear to be properly provided for ; the men were supplied with the customary clothing and appointments, but the uniform for the current year was not well fitted.

The offices, charge rooms, and lock-ups were in good order, and the cells dry and secure, but the ventilation was defective.

In the Inspector's opinion the force has been maintained in a state of efficiency.

No. 2.
Northern District.

Borough of Glossop.

Borough of Glossop.

Population in 1861	17,000
Area in acres	3,033
Number of constables	8
Population to one constable	2,125

This police force, which was formed in March 1867, consists of one chief superintendent, one serjeant, and six constables, and was complete when inspected on the 5th of June.

The men were supplied with the usual clothing and appointments, except boots, which were not issued, nor was any allowance made to the constables in lieu of them. The great coats were much worn; the remainder of the clothing was of good quality, and in serviceable condition.

The books were carefully and correctly kept, and the police duties appeared to be regularly performed, so far as the strength of the force would permit; but the Inspector is of opinion that the establishment is numerically inadequate for the efficient discharge of the duties of the borough.

County of Durham.

County of Durham.

Population in 1861	330,934
Area in acres	607,818
*Number of constables	265
Population to one constable	1,248
Acreage to one constable	2,293

* In addition to the above, 58 constables are appointed under the 19th section, 3 & 4 Vict. c. 88.

The inspection of the constabulary of this county was commenced on the 1st and completed on the 7th of July. The establishment consisted of one chief constable, one chief clerk, six first-class and five second-class superintendents, one inspector, 38 serjeants, 13 acting serjeants, 77 first-class constables, 100 second-class constables, and 23 third-class constables; five men were required to complete. As before stated, 58 additional first-class constables were also borne upon the strength. An increase of 16 men was made in January 1868. Since the last inspection the village of Hendon, population 2,000, and the village of Pallion, population 1,000, both in the township of Bishop Wearmouth, have been separated from the county and added to the borough of Sunderland, under the Borough Extension Act.

The following extra duties are performed by the police:—The superintendents act as inspectors of weights and measures for their respective divisions, and also as inspectors of common lodging-houses.

Whenever required by the local authorities, members of the force act as inspectors of nuisances; and where assistance is applied for by the boards of guardians, they also act as assistant relieving officers for vagrants.

The force is paid in accordance with a scale ordered by the Court of Quarter Sessions in July 1866, and consequently remains the same as when last reported upon.

The Inspector visited the whole of the stations at the divisional head-quarters, and several of the smaller station-houses, and found the buildings in good repair, the offices, charge-rooms, and officers' and constables' quarters clean and in good order, and the cells for prisoners generally well ventilated and of adequate dimensions.

In the town of Darlington the erection of a handsome and exceedingly commodious station has this year been completed, which contains a court-room, magistrates' retiring-room, the usual offices, six cells, two of them of large size, quarters for a superintendent, a married serjeant, and six single constables, together with weights and measures' office, stable, gig-house, drill-yard, &c. The books and returns were correctly and systematically kept.

The establishment is composed of an effective and powerful body of men, well clothed and equipped, and, in the Inspector's opinion, it has been maintained in a very satisfactory state of discipline and efficiency.

City of Durham.

City of Durham.

Population in 1861	13,743
Area in acres	8,599
Number of constables	13
Population to one constable	1,057

The force was inspected on the 1st of July.

The strength remained the same as last year, viz., one chief superintendent, one detective, two serjeants, and nine constables. Four of the constables had joined within 12 months, a large number of changes in so small an establishment.

The men appeared to be a respectable and well-selected body, the clothing and appointments were of good quality and in serviceable condition, and the books were correctly kept. The Inspector, however, has to report very unfavourably of the cells for prisoners, which are dark, close, and deficient in ventilation.

In his opinion the force has been maintained in a state of efficiency.

Borough of Gateshead.

Borough of Gateshead.

Population in 1861	33,589
Area in acres	3,255
Number of constables	36
Population to one constable	933

The establishment, consisting of one head constable, one inspector, four serjeants, two detectives, and 28 constables, was inspected on the 29th of June.

One constable was added to the strength in the early part of this year, and the pay of the head constable was raised from 165*l.* to 200*l.* per annum; in other respects the organization and scale of pay of the force remain the same as when it was last inspected.

The establishment is composed of an effective body of men, well clothed, and supplied with the customary appointments, with the exception of handcuffs. The books were regularly and systematically kept, and the station-house and cells for prisoners were clean and in good order.

A town hall is in course of erection, in which provision has been made for police accommodation adequate to the requirements of the borough.

The Inspector as of opinion that the general efficiency of the force has been well maintained.

Borough of Hartlepool.

Borough of Hartlepool.

Population in 1861	12,205
Area in acres	990
Number of constables	12
Population to one constable	1,017

At the inspection, which took place on the 3rd July, one head constable, one inspector, two serjeants, and eight constables paraded.

No change has taken place in the pay or organization of the force since it was last reported upon.

Under the existing scale of pay, a second-class serjeant receives 23*s.* per week, which is only 1*s.* more than a first-class constable, and is too small an advance to give to an officer upon promotion.

The force is composed of a well-sized and apparently efficient body of constables; the clothing was of good quality, and the men were supplied with the usual appointments; the books were found generally correct. The offices and charge-room are convenient and commodious, and together with the cells for prisoners, which are large and well ventilated, were clean and in good order.

The Inspector has to report the establishment efficient.

No. 2.
Northern District.

Borough of South Shields.

Borough of South Shields.

Population in 1861	35,223
Area in acres	2,566
Number of constables	35
Population to one constable	1,006

Inspected 30th June. Present, one head constable, four serjeants, and 24 constables. Absent on duty at Durham Sessions, one inspector, one serjeant, and four constables.

The pay and composition of the establishment remained the same as when the force was last inspected.

The head constable, in addition to the extra duties of superintendent of the fire brigade and assistant relieving officer of vagrants, holds the office of collector of market tolls, an appointment that cannot be considered to come within the provisions of the 7th section, 19 & 20 Vict. c. 69, as connected with the duties of police, and which, therefore, in the opinion of the Inspector, ought not to be imposed upon him.

The men are well supplied with clothing, which, together with the usual appointments, was found in good condition.

The charge-room, offices, and cells for prisoners were clean and in good order, and the books generally seemed to be correctly kept.

In the Inspector's opinion, the force has been maintained in a state of efficiency.

Borough of Stockton-on-Tees.

Borough of Stockton-on-Tees.

This borough is consolidated with the county for police purposes.

Borough of Sunderland.

Borough of Sunderland.

Population in 1861	81,882
Area in acres	2,768
*Number of constables	96
Population to one constable	853

* There are six constables in addition, who are not paid by rates.

Inspected on 1st July. Strength—one head constable, five inspectors, two sub-inspectors, 12 serjeants, 82 constables; one serjeant was reported sick, and one constable absent with leave. Two constables are appointed at the expense of the Dock Company, and four at the cost of other public companies or private firms.

In September 1867 there was an augmentation of nine constables consequent upon the villages of Hendon and Pallion, in the parish of Bishop Wearmouth, having been added to the borough, under the provisions of the Borough Extension Act, and a further addition of five constables took place in December of the same year. One inspector and two constables, who rank as serjeants, are employed as detectives.

The establishment is composed of a smart and efficient body of men, their uniform seemed of good quality, and was generally well fitted; the books were clearly and systematically kept, and the police duties were well provided for. There is convenient office accommodation, and the cells for prisoners are airy and well ventilated.

In the Inspector's opinion the force has been maintained in a satisfactory state of efficiency in point of numbers and discipline.

No. 2.
Northern District.

County of Lancaster.

Population in 1861	1,085,404
Area in acres	1,184,067
* Number of constables	842
Population to one constable	1,289
Acreage to one constable	1,453

* Exclusive of one serjeant and 17 constables, appointed under the provisions of the 3 & 4 Vict. c. 88, s. 19.

The inspection was commenced on the 20th February and completed on the 10th March, with the exception of the Ashton-under-Lyne division, which was inspected on the 6th April.

The authorised strength at that time consisted of one chief constable, one assistant chief constable, one chief clerk, 20 superintendents, 20 inspectors, 123 serjeants, and 694 constables; of whom one serjeant and 17 constables were appointed under the 19th section of 3 & 4 Vict. c. 88.

The establishment on the 29th September 1868 comprised one chief constable, one assistant chief constable, one chief clerk, 20 superintendents, one assistant clerk, 21 inspectors, 122 serjeants, 693 constables, and one serjeant and 15 additional constables.

The following extra duties are performed by the police: 17 superintendents and one inspector are inspectors of weights and measures; seven superintendents, four inspectors, 18 serjeants, and 36 constables, are inspectors of nuisances; and 11 superintendents, four inspectors, 11 serjeants, and 37 constables, are inspectors of common lodging-houses.

When inspected, 22 constables were required to complete, but in that number three serjeants and 11 constables were included, who had been drafted from divisions, and were temporarily employed to do duty at the New Bailey Prison, Salford, while Fenian prisoners were confined in the gaol, and who returned to their stations and resumed their ordinary duty on the 31st March.

The former scale of pay not having proved sufficient to maintain the force at its full strength, an increase was granted on the 1st January to the extent of 2*d.* per diem to serjeants and first and second-class constables, and 3*d.* per diem to third-class constables; this so far has been productive of the effect desired.

The Inspector visited the head-quarters of the several divisions, 19 in number, and as many of the out-stations as he was enabled to do with convenience, and found the officers and constables quarters, the charge rooms, cells for prisoners, and offices, clean and in good order.

The books, both at head-quarters and in the division, were clearly and accurately kept, and the men's clothing and appointments were complete and in serviceable condition.

The Inspector has to report that, in his opinion, the force has been maintained in a very satisfactory state of discipline and efficiency.

Borough of Ashton-under-Lyne.

Population in 1861	34,894
Area in acres	1,737
Number of constables	23
Population to one constable	1,517

Borough of Ashton-under-Lyne.

The force was inspected on the 31st March. It consisted of one head constable, one inspector, four serjeants, and 17 constables, one of whom was probationary.

The men generally appeared respectable and intelligent, their clothing and appointments were in serviceable condition, and the cells for prisoners and charge room were clean and in good order. The books were regularly kept, and the police duties seemed to be as efficiently conducted as the limited strength of the force would permit.

The Inspector is of opinion that the existing establishment is insufficient in point of numbers for the ordinary duties of the borough.

No. 2.
Northern District.

Borough of Barrow.

Borough of Barrow.

The police of this borough is consolidated with the county police.

Borough of Blackburn.

Borough of Blackburn.

Population in 1861	63,125
Area in acres	3,610
Number of constables	63
Population to one constable	1,002

Inspected on the 19th of March, when the force consisted of one head constable, two inspectors, one clerk, eight serjeants, and 51 constables, of whom five were reported absent on duty, and one sick.

In February there was an augmentation of 21 constables, 14 having been appointed on the 3rd, and seven on the 24th of that month; the newly appointed men paraded for inspection in plain clothes, as their uniform had not been delivered. The ratepayers, more especially those residing in the suburbs of the town, will doubtless derive considerable advantage from this addition to the police, as prior to it the number of constables was not sufficient to work the beats efficiently.

The force appeared to be composed of respectable and intelligent men; the books were carefully and correctly kept, and the charge room and lock-ups were in good order. A plan was under the consideration of the Watch Committee for enlarging the office accommodation, which at present is somewhat limited.

The Inspector is of opinion that the establishment has been maintained in a satisfactory state of discipline, and that subsequent to the augmentation, which took place in February, its numbers have been sufficient for the adequate discharge of the duties of the borough.

Borough of Bolton.

Borough of Bolton.

Population in 1861	70,396
Area in acres	820
Number of constables	70
Population to one constable	1,005

The inspection took place on the 20th March. The establishment consisted of one head constable, three inspectors, seven serjeants, and 59 constables, the whole of whom, with the exception of two constables reported absent on duty, paraded for inspection.

An augmentation of one inspector, four serjeants, and 25 constables, was made on the 3rd of February. The officers and constables were generally a well-chosen and apparently respectable body of men, properly clothed and supplied with the requisite articles of appointment.

The Inspector has to remark upon the large proportion of newly appointed constables, of which the force was composed; this was partly owing to the recent increase, but the returns also indicated that prior to it a considerable number of changes had taken place amongst the men.

The books appear to have been carefully and correctly kept, and due attention had been bestowed upon them.

The cells for prisoners are dark and badly ventilated. A new town-hall, however, is in course of building, in which ample police accommodation will be provided, including 18 cells.

The force has been maintained in a satisfactory state of discipline, and subsequent to the 3rd of February, when the additional officers and constables were appointed, it has been efficient in point of numbers.

Borough of Burnley.

Borough of Burnley.

The police of this borough is consolidated with the county police.

Borough of Clitheroe.

The police of this borough is consolidated with the county police.

Borough of Lancaster.

Population in 1861	13,521
Area in acres	1,240
Number of constables	13
Population to one constable	1,040

The inspection of the police of this borough was made on the 4th March.

The establishment consisted of one superintendent, two serjeants, and 10 constables; the only change which has taken place in its organisation during the year has been the substitution of a serjeant for an inspector; the scale of pay remained the same as before.

The men presented a smart appearance, and the clothing and appointments were in serviceable order, with the exception of the capes, which were small and in bad condition. The books appeared to be correctly kept.

A change has been recently made in the premises occupied for police purposes; the present office and charge room are small, and the cells for prisoners, only two in number, are dark and badly ventilated, and entirely detached from the police station. The Inspector was informed that the existing arrangement was temporary, and that it was the intention of the corporation to provide more suitable accommodation when a site could be obtained.

In his opinion the force has been maintained in a state of efficiency.

Borough of Liverpool.

Population in 1861	443,874
Area in acres	5,300
*Number of constables	799
Population to one constable	555

* Exclusive of dock and river police.

Inspected on the 8th and 9th April.

The force is divided into town, dock, and river police.

The town police department consists of one head constable, two divisional superintendents, one indoor superintendent, six superintendents, one superintendent fire brigade, one fire inspector, one engineer, one governor main bridewell, one chief clerk, one storekeeper, one assistant storekeeper, one beadle, 37 inspectors, eight clerks, seven assistant clerks, 29 bridewell keepers, 23 detectives, four divisional detectives, 673 police constables; total, 799.

The dock police is composed of 17 inspectors, one clerk, one assistant clerk, four bridewell keepers, 257 constables; total, 280; and the river police of one superintendent and 21 constables. The two latter departments are specially appointed to do duty in the docks and river Mersey, and their expenses are not defrayed from the general rates of the borough.

A fire brigade, consisting of one superintendent, one inspector, 148 constables, and one engineer, is organised from the town police department.

The force only required two men to complete its authorised strength at the time of inspection, and the head constable stated that a better class of men than usual had recently been offering themselves for appointment; five constables were reported sick, two hurt on duty, and one absent with leave.

On the 8th April, a detachment, consisting of 422 of all ranks, formed into eight divisions, was drilled as a battalion by the head constable, superintendents acting as commanders of companies, and moved with much steadiness. On the day following, the officers and constables who had been on duty the preceding day, paraded for inspection. The establishment is composed of a fine and effective body of men, in every respect, well clothed and appointed.

No. 2. Northern District.

The Inspector visited the head-quarters station and most of the bridewells, which, with one exception, are very commodious, and were found in good order.

He considered it right to remark upon a regulation which he learned was in operation, viz., that the whole of the pay of officers and men, except in the case of salaried officers and constables injured on duty, is stopped during sickness; having regard to the nature of the duties police constables have to discharge, and the exposure to which they are necessarily subjected, he thinks that this rule might be modified with advantage to the service.

He has to report that, in his opinion, the force has been maintained in a very satisfactory state of efficiency.

City of Manchester.

City of Manchester.

Population in 1861	338,346
Area in acres	4,069
*Number of constables	743
Population to one constable	455

* Exclusive of five additional constables.

Inspected on 2nd and 3rd April.

An addition of 74 constables has been made since last year. The establishment was complete when inspected, with the exception of one serjeant and one constable, and comprised one chief constable, five superintendents, 34 inspectors, 60 serjeants, 639 constables, eight clerks, and one messenger, of whom 699 were classed in the preventive force, and 49 in the detective department. On the 3rd April, one inspector, three serjeants, and 17 constables were reported sick, two constables absent with leave, and two without leave. With the above exceptions the entire force paraded in two detachments, one in the fore and the other in the afternoon; the former was drilled in battalion movements, by the chief constable, and moved with steadiness.

The officers and constables are a well-selected and efficient body, and much attention has been given to their clothing and general equipment. Two merit classes have been established, conferring extra pay upon the men enrolled in them, the former to the extent of 2*s.* 6*d.*, and the latter 3*s.* 6*d.* per week, and provision has been made which enables each constable to obtain one day's leave of absence in a fortnight.

The several station-houses, charge rooms, cells for prisoners, and constables' quarters were visited and found in good order. The books at the central station and in the divisions were examined, and appeared to be carefully and correctly kept.

In the opinion of the Inspector, the force has been maintained in a satisfactory state of discipline and efficiency.

Borough of Oldham.

Borough of Oldham.

Population in 1861	72,334
Area in acres	4,617
Number of constables	55
Population to one constable	1,315

The force was inspected on the 1st April.

Its strength remained the same as last year, viz., 55 of all ranks, of whom one head constable, five inspectors, eight serjeants, and 39 constables paraded for inspection; one constable was absent on duty, and one was required to complete.

The men presented a smart and intelligent appearance, drilled steadily, and were supplied with good and well-fitting clothing, and with the customary appointments.

The charge room and cells for prisoners were clean; the latter, situate on the basement of the town-hall building, are deficient in ventilation.

The

The Inspector has to report that, in his opinion, the existing establishment is insufficient in point of numbers for the efficient discharge of the duties of the borough.

Borough of Preston.

Population in 1861	81,077
Area in acres	2,753
Number of constables	82
Population to one constable	988

Borough of Preston.

Inspected on the 18th March, when the establishment consisted of one head constable, one clerk, three inspectors, one acting inspector, eight serjeants, and 68 constables.

Thirteen additional constables were temporarily appointed on the 3rd January to relieve the constables who were taken from their beats and employed upon special duty in connection with the Fenian movement, eight of whom were on the strength when the force was inspected, and were retained until the 21st April, when their services were discontinued.

The cells for prisoners, offices, and charge room, which are commodious, were in good order, and the men's clothing and appointments in serviceable condition; due attention is likewise given to the books, which appeared to be kept systematically and correctly.

The establishment is composed of an effective and well-chosen body of men, and the police duties seem to be carried out in an efficient manner; the Inspector, however, regretted to observe that a considerable number of changes had occurred amongst the constables, 31 having entered the service within a year, irrespective of the augmentation in January.

He has to report that, in his opinion, the force has been maintained in a state of efficiency in point of numbers and discipline.

Borough of Rochdale.

Population in 1861	38,164
Area in acres	1,131
Number of constables	38
Population to one constable	1,004

Borough of Rochdale.

Inspection took place on 1st April.

The establishment, numerically the same as last year, consisted of one head constable, two inspectors, five serjeants, and 30 constables, of whom two constables were absent on duty, one inspector reported sick, and one man required to complete.

The force is composed of a well-selected and efficient body, and but few changes have occurred amongst the men during the year. They drilled with steadiness, and apparently much care is bestowed on their training and equipment.

The books were regularly and correctly kept. On the 13th February an addition of 25*l.* per annum was made to the salary of the head constable, the pay of the other ranks remaining the same as heretofore.

In the Inspector's opinion the force has been maintained in a satisfactory state of efficiency.

Borough of St. Helens.

The police of this borough is consolidated with the county police.

Borough of St. Helens.

No. 2.
Northern District.

Borough of Salford.

Borough of Salford.

Population in 1861	102,414
Area in acres	5,209
Number of constables	117
Population to one constable	875

The police of this borough was inspected on the 6th April.

Present—one head constable, two superintendents, 10 inspectors, 11 serjeants, and 79 constables; on duty, one inspector, one serjeant, and five constables; sick, two serjeants and four constables; required to complete, one constable. One of the serjeants returned as sick was discharged with a gratuity on the day of inspection.

The officers employed in the detective department, viz., one superintendent, one inspector, three serjeants, and two constables, are not supplied with uniform, but are given an annual allowance of 5*l.* in lieu of it. One officer is employed as hackney-coach inspector, and one as lodging-house inspector; a constable also acts as river inspector, and one as assistant sanitary inspector.

The changes amongst the constables have recently been very numerous, 33 having joined the service during the 12 months preceding the inspection.

In March, the Watch Committee passed a resolution ordering that constables should no longer be allowed to knock up workpeople in the morning, a practice which had existed for years, but which was found detrimental to the efficiency of the force; to compensate the men for the earnings thus taken from them, the wages of the several classes were raised 1*s.* per week, and two merit classes were instituted entitling the holders of badges of the first class to 2*s.* 6*d.* per week extra pay, and of the second class 1*s.* per week.

The present scale of pay is as follows:—

Head constable	300*l.* per annum.
One superintendent	150*l.* ,,
One detective superintendent	120*l.* ,,
One detective inspector	90*l.* ,,
One first class inspector	36*s.* per week.
One ,, ,,	34*s.* ,,
Two ,, ,,	32*s.* ,,
Three second class inspectors	30*s.* ,,
Three third class ,,	28*s.* ,,
One second class detective	27*s.* ,,
Two third class ,,	26*s.* ,,
One first class serjeant	28*s.* ,,
Two second class ,,	27*s.* ,,
Eight third class ,,	26*s.* ,,
35 first class constables	22*s.* ,,
10 second class ,,	21*s.* ,,
43 third class ,,	20*s.* ,,

The borough is divided into three districts, Salford, Pendleton, and Broughton. In each division there are commodious charge rooms and cells for prisoners, which were found in good order. A new town hall has recently been built in Pendleton, containing cells, police office, &c.

The books and returns appeared to be very carefully kept, and much care bestowed upon this department.

The Inspector has to report that, in his opinion, the force has been maintained in a state of efficiency.

Borough of Southport.

Borough of Southport.

The police of this borough is consolidated with the county police.

Borough of Warrington.

Borough of Warrington.

Population in 1861	25,953
Area in acres	2,507
Number of constables	28
Population to one constable	927

The inspection took place on the 2nd March. The organisation of the force, which consists of one head constable, one inspector, two serjeants, and 24 constables, remained the same as last year.

The head constable receives a salary of 130 *l.* per annum, and an allowance of 15 *l.* for clothing; the inspector 30 *s.* per week; the serjeants 24 *s.* per week on appointment, with an advance of 1 *s.* a week upon the completion of each two years' service, with good conduct, up to 30 *s.*; first class constables, 23 *s.* per week; second class constables, 22 *s.* per week; third class constables, 19 *s.*, 20 *s.*, and 21 *s.* per week. Eight constables were dismissed and two resigned during the year.

The men presented a smart and creditable appearance, and were supplied with the customary articles of clothing and appointment, which were in serviceable condition. The books appeared to be very carefully and correctly kept, and the charge room, offices, and cells for prisoners were clean and in good order. With regard to the cells, however, the inspector has to express his opinion that they are in several respects exceedingly objectionable, and require to be entirely remodelled. Two are classed as day houses, and seven as sleeping cells; the male prisoners occupy one of the former in common during the day, and the female prisoners the other. The sleeping cells have small casements unglazed, and fitted with wooden shutters, which, when closed, render the cells perfectly dark. There is no heating apparatus or other means of warming. No closets, and no system of ventilation.

The force, in the Inspector's opinion, has been maintained in a state of general efficiency.

Borough of Wigan.

Borough of Wigan.

Population in 1861	37,657
Area in acres	2,161
Number of constables	42
Population to one constable	896

Inspection was made on the 23rd March, at which time the authorised establishment was one head constable, two inspectors, three serjeants, and 31 constables. On the day of inspection five constables were reported absent on duty, four of them at Liverpool Assizes, and one absent with leave. Eleven constables had been appointed since June 1867; a large number of changes in proportion to the strength of the force.

One superintendent, one inspector, and three constables are employed in the fire brigade, and have the charge of the steam fire engine belonging to the Corporation. To meet the additional duties which are thus imposed upon the police, an augmentation of five constables was resolved upon by the Watch Committee on the 14th May, and carried into effect as soon as suitable men could be obtained.

A court-house has recently been erected by the Corporation, which contains police offices, charge rooms, store room, room for assembling the men for duty, also used as a library and reading room for the constables, drill-yard, quarters for the head constable, and one inspector, and 16 excellent cells for prisoners.

The men, whom the Inspector had an opportunity of seeing, were well supplied with clothing, and were provided with the necessary appointments.

He has to report the force efficient in point of numbers and discipline.

No. 2.
Northern District.

County of Northumberland.

County of Northumberland.

Population in 1861-	186,492
Area in acres	1,230,035
*Number of constables	120
Population to one constable	1,554
Acreage to one constable	10,250

* Exclusive of 19 constables appointed under the provisions of the 19th section, 3 & 4 Vict. c. 88.

Force inspected on the 27th June and four following days.

The establishment consisted of one chief constable, one superintendent, and deputy chief constable, one superintendent clerk, five superintendents, three inspectors, 12 serjeants, and 116 constables; as above stated, one inspector, one serjeant, and 17 constables are appointed under the 3 & 4 Vict. c. 88. It has received an augmentation of 12 constables, since reported upon last year, five of whom are additional constables.

The station houses, 25 in number, were inspected with the exception of four out-stations, and were found in good order. The charge of the lock-ups at the Moot Hall, Newcastle, has recently been handed over to the force.

The county is divided into six police districts, the strongest and most important being the Castle division, which includes the parishes and places adjacent to Newcastle and Tynemouth. Its strength is one superintendent, who is also deputy chief constable of the county, four serjeants, and 38 constables. The five remaining districts vary from 11 to 28 constables. The head quarters and reserve are composed of the superintendent clerk, two serjeants, and six constables.

In most of the unions members of the force act as assistant relieving officers of vagrants and tramps, and inspectors of nuisances, and in the Morpeth and Castle divisions the inspection of weights and measures is also performed by the police.

The uniform for the current year had not been taken into wear at the time of inspection, but the issue of the preceding year was in thoroughly good and serviceable condition, and the men were also in possession of the customary articles of clothing and equipment.

The books and returns at head quarters and in the several districts appeared to be systematically and correctly kept, and the police duties generally well provided for, but the inspector is of opinion that the force stationed in the towns of Hexham and Morpeth needs augmentation.

The men are a remarkably fine and effective body, and the establishment has been maintained in a satisfactory state of discipline and efficiency.

Borough of Berwick-upon-Tweed.

Borough of Berwick-upon-Tweed.

Population in 1861	13,254
Area in acres	8,767
Number of constables	5
Population to one constable	2,650

Force inspected on the 23rd June, when it consisted of one superintendent and four constables.

The uniform was of good quality, and in serviceable condition, and the men, who presented a creditable appearance, were supplied with the customary articles of clothing and appointment, with the exception of capes. The books seemed to be correctly kept.

The inspector has to report the establishment as numerically inadequate for the efficient discharge of the duties of the borough.

Borough of Morpeth.

Borough of Morpeth.

The police establishment of this borough is consolidated with the county police.

Borough of Newcastle-upon-Tyne.

Borough of Newcastle-upon-Tyne.

Population in 1861	109,291
Area in acres	5,336
*Number of constables	152
Population to one constable	719

* Exclusive of five constables appointed at the expense of two commercial companies.

Inspected on the 29th June, at which time the establishment, which remains the same as last year with respect to its strength and organization, consisted of one chief constable, five superintendents, 12 inspectors, eight serjeants, and 131 constables, of whom one constable was reported sick, and two absent with leave. Three constables are employed at Sir William Armstrong's works at Elswick, and two at Messrs. Hawthorn's engine works, and are maintained at the cost of those firms respectively.

In addition to their ordinary duty, the police of this borough act as a fire brigade, five hose reels and appliances being attached to the head quarters of divisions, and six constables appointed to each, who are paid, when attending at fires, in accordance with a scale approved of by the Watch Committee. Two inspectors are employed as lodging-house inspectors.

The force is composed of a fine and efficient body of men, well clothed and equipped, with the ordinary appointments, with the exception of handcuffs. The books and returns at the central office and at the divisional stations were carefully and correctly kept, and the arrangement of the duties of the several ranks seemed well considered.

The only lock-ups provided for this large and important borough are five badly-constructed cells at the Manors police station. On the day of inspection 42 prisoners had been confined in them, some of whom had been in custody for more than three days, and the smell in the cells and passages was most offensive. Improved lock-up accommodation is imperatively required, and the inspector was glad to learn that the matter was under the consideration of a special committee of the Town Council, with a view to the erection of new police offices, cells, &c.

The force has been maintained in a satisfactory state of efficiency.

Borough of Tynemouth.

Borough of Tynemouth.

Population in 1861	33,991
Area in acres	5,161
Number of constables	34
Population to one constable	1,000

Inspected on the 30th June.

On parade, one chief superintendent, one inspector, three serjeants, and 27 constables, and two constables on duty.

The establishment remained the same as when last reported upon, with respect to its strength and the rates of pay of the officers and constables, but the inspector has since been informed that the Council have approved of the substitution of a serjeant for one of the constables stationed in the village of Tynemouth, where an officer was needed to take charge of the section.

The force is composed of an efficient body of men, well clothed, and supplied with the customary appointments, with the exception of handcuffs, which the constables have not been required to carry when on duty.

The Inspector found the books correctly and carefully kept, and the charge-room, offices, and cells for prisoners clean and in good order. In his opinion the force has been maintained in a very satisfactory state of efficiency.

No. 2. Northern District.

County of Nottingham.

County of Nottingham.

Population in 1861	207,691
Area in acres	521,110
*Number of constables	139
Population to one constable	1,494
Acreage to one constable	3,749

* Exclusive of two constables appointed under 19th section, 3 & 4 Vict. c. 88.

The force was inspected on the 8th June, and the two following days. This constabulary, which in respect of numbers and organization remains the same as last year, is composed of one chief constable, one superintendent clerk, six superintendents, five inspectors, 17 serjeants, and 111 constables, and is formed into six police divisions.

The Nottingham division, comprising the district immediately surrounding the town of Nottingham, consists of 70 constables of all ranks. The strength of the other divisions varies from nine to 18 constables.

The following extra duties are discharged by the police. Inspection of weights and measures; inspection of common lodging-houses; inspection of county bridges; the office of high constable.

The Inspector visited the head quarters of the several districts, where the men were paraded, and also inspected the station houses and lock-ups. In the case of Mansfield, Worksop, and Bingham, he found the cells not fitted with closets, and the ventilation at Bingham defective. At Newark the lock-ups are in a building some distance from the police station, which involves the necessity of placing a constable constantly on reserve while prisoners are in confinement.

The force is composed of a fine and effective body of men, well clothed and supplied with the ordinary accoutrements. Having regard to the small proportion of constables to population, especially in the Mansfield and Retford divisions, where there is a considerable urban population, the duties of the police appeared to have been efficiently conducted, and in the opinion of the Inspector, the force has been maintained in a satisfactory state of discipline.

Borough of Newark.

Borough of Newark.

Population in 1861	11,562
Area in acres	2,080
Number of constables	12
Population to one constable	963

This establishment was inspected on the 10th of June, when it consisted of one chief superintendent, two serjeants, and nine constables.

An augmentation of one constable was made on the 21st May, and taking into account the area and population of the borough, and the arrangement of the beats, this addition appears to have been necessary.

The constables, who presented the appearance of a well-chosen and respectable body, were supplied with the usual appointments, and their clothing was of excellent quality and well fitted.

The office, used also as a charge-room, is very small and inconvenient, and the cells for prisoners, which are a considerable distance from the police station, are of old construction and in some respects objectionable. The Inspector was informed that it was the intention of the Corporation to provide better office accommodation.

The force has been maintained in an efficient state with respect to discipline and numbers.

Borough of Nottingham.

Borough of Nottingham.

Population in 1861	74,531
Area in acres	2,600
Number of constables	104
Population to one constable	716

Force inspected on the 10th June.

Present on parade, one head constable, one superintendent, one detective inspector,

inspector, three inspectors, two warrant officers, one detective serjeant, two station serjeants, 10 serjeants, two detective constables, and 74 constables; absent on duty, one detective serjeant and four constables; sick, two constables. Two inspectors and eight constables are attached to the fire brigade, one inspector acting as superintendent, and the other as engineer. The pay of the several ranks remains the same as last year.

The establishment is composed of an efficient body of officers and constables; when inspected they paraded in their last year's clothing, as the issue for the current year had not been delivered. The uniform was in serviceable condition, and appeared of good quality; and the men were supplied with the customary appointments. The cells for prisoners are secure, and, together with the offices and charge-room, were clean and in good order.

In the Inspector's opinion, the force has been maintained in a satisfactory state of efficiency.

County of York, East Riding.

County of York, East Riding.

Population in 1861	131,711
Area in acres	761,168
*Number of constables	84
Population to one constable	1,568
Acreage to one constable	9,061

* Exclusive of one constable appointed under the provisions of the 19th section, 3 & 4 Vict. c. 88.

The inspection commenced on the 18th, and was completed on the 21st May.

The riding is divided into 12 police districts, of the average strength of seven constables, inclusive of the superintendent in charge.

All the superintendents are inspectors of common lodging-houses, nine are inspectors of weights and measures, and one also acts as inspector of nuisances.

The pay and organisation of the force remain the same as last year.

The establishment is composed of a respectable and efficient body of men, well clothed, and provided with the customary articles of accoutrements and necessaries. The books at the head quarters office, and in the divisions, were correctly and carefully kept, and the police duties appeared to be carried out in a manner well adapted for the agricultural districts of which the riding is composed.

In the Inspector's opinion, the establishment has been maintained in a satisfactory state of discipline and efficiency.

Borough of Beverley.

Borough of Beverley.

Population in 1861	9,654
Area in acres	2,228
Number of constables	10
Population to one constable	965

Force inspected on 19th May, when it consisted of one head constable, one inspector, one serjeant, and seven constables; the only change which had been made in its composition since last year was the substitution of an officer with the rank of inspector for a serjeant.

The constables are divided into three classes, and are required to serve a year in each before they become eligible for promotion; the pay of the third class is 17*s.* 6*d.* per week, of the second 19*s.*, and of the first class 20*s.*

The men generally appeared well chosen and respectable; the clothing and appointments were of good quality, and the books and returns correctly kept. The cells for prisoners, and offices, were clean and in good order.

The Inspector has to report the force efficient.

No. 2.
Northern District.

Borough of Hull.

Borough of Hull.

Population in 1861	98,994
Area in acres	5,123
Number of constables	162
Population to one constable	611

Force inspected on the 11th June.

Present, one chief constable, five inspectors, nine serjeants, 116 constables; on duty, three serjeants and 23 constables; sick, one serjeant and two constables, and absent with leave, two constables.

An augmentation of 10 constables was made on the 6th of January of this year; one serjeant and four constables are employed as detectives, and 26 constables do duty in the docks, 15 by day and 11 by night.

The officers and men are an effective and well-selected body; the clothing appeared of good quality and was generally well fitted. The constables were in possession of the usual appointments, with the exception of handcuffs, which hitherto they have not been required to carry while on duty. The offices and charge-rooms are conveniently arranged; and commodious quarters for 32 constables have been provided in a building contiguous to the police station. The lock-ups, used only for the temporary confinement of prisoners, were in good order, and the books and returns were systematically and correctly kept.

In the Inspector's opinion, the establishment has been maintained in a satisfactory state of efficiency.

County of York, North Riding.

County of York, North Riding.

Population in 1861	190,134
Area in acres	1,343,494
*Number of constables	141
Population to one constable	1,348
Acreage to one constable	9,528

*Exclusive of three serjeants and 13 constables appointed under the 19th section of 3 & 4 Vict. c. 88.

The inspection was commenced on the 13th and terminated on the 18th June, during which period the head quarters of the several police divisions, of which there are nine in the Riding, and several of the smaller stations, were visited.

The following extra duties are performed by the police:—

Inspection of weights and measures.
Inspection of county bridges and bridge roads.
Inspection of common lodging-houses.
Inspection of nuisances.

Seven officers act as high constables, and 18 as assistant relieving officers for vagrants and tramps.

In addition to the three serjeants and 13 constables appointed under the 19th section of 3 & 4 Vict. c. 88, one constable is appointed under the 20th section of the same statute.

During the year the salary of the chief constable has been increased from three to four hundred pounds per annum; the pay of the other ranks remains the same as last year.

The constabulary of this Riding is composed of a respectable and efficient body, well clothed and supplied with the customary accoutrements and necessaries.

The books and returns at the chief constable's office and at the head quarters of the several divisions and petty sessional districts, were found to be carefully and correctly kept; and such of the station-houses and lock-ups as were visited were clean and in good order.

In the Inspector's opinion, the force has been maintained in a satisfactory state of discipline and efficiency.

Borough of Middlesborough.

Population in 1861	32,000
Area in acres	1,800
*Number of constables	32
Population to one constable	1,000

* Exclusive of 16 constables appointed at the expense of public companies.

Inspected on the 16th June, at which time the force consisted of one head constable, five inspectors, five serjeants, and 34 constables, of whom two serjeants and 14 constables were employed by public companies to do duty at their works. The Inspector has since been informed that three constables have been added to the force, which gives a total strength of 32 constables for the ordinary duties of the borough.

One of the inspectors holds the appointment of sanitary inspector, and is assisted by a constable in the discharge of that duty; an inspector is also employed as a detective officer. Five constables had been dismissed, four resigned, and one died during the 12 months preceding the inspection.

The force consists of a well-chosen and efficient body of men. The clothing and accoutrements were found in good condition, and the books very carefully and correctly kept. The offices and cells for prisoners were clean and in good order, but the ventilation of the latter was defective.

The police duties appeared to be very effectively carried out; and the Inspector has to report that, in his opinion, the establishment has been maintained in a satisfactory state of efficiency.

Borough of Richmond.

Population in 1861	4,290
Area in acres	2,341
Number of constables	2
Population to one constable	2,145

Inspected on 15th June.

Strength, one superintendent and one constable, which is insufficient for the ordinary duties of the borough. The population of Richmond being less than 5,000, according to the last Parliamentary enumeration, also renders the force ineligible for a grant from Government, while it remains a separate establishment.

Borough of Scarborough.

Population in 1861	18,380
Area in acres	2,586
Number of constables	23
Population to one constable	799

The force was inspected on the 19th June, when it consisted of one head constable, one inspector, two serjeants, and 16 constables, and was composed of a smart and intelligent body of men. The Inspector regretted to observe that an unusual number of changes had taken place amongst the constables, 12 having joined the service since September of last year.

The clothing and appointments were of excellent quality, and the books and returns correctly and carefully kept.

The charge-rooms, offices, and cells for prisoners, which are commodious, were in good order, and the arrangement of the police duties appeared as complete as the strength of the force would permit. The Inspector is glad to add that on the day following his inspection he was informed the watch committee had resolved "that three additional constables should be engaged forthwith," an augmentation which, taking into account the rapidly increasing population and the large area of the borough, was much needed.

He has to report the establishment efficient in point of discipline and numbers.

No. 2.
Northern District.

County of York, West Riding.

County of York, West Riding.

Population in 1861	863,571
Area in acres	1,647,997
*Number of constables	656
Population to one constable	1,316
Acreage to one constable	2,512

* Exclusive of 14 constables appointed under the 3 & 4 Vict. c. 88, s. 19.

The inspection was commenced on the 5th and terminated on the 23rd May.

The establishment then consisted of one chief constable, one chief clerk, 20 superintendents, two detectives, 16 inspectors, 73 serjeants, 543 constables, and 10 additional constables appointed under the provisions of the 19th section of 3 & 4 Vict. c. 88. Two constables were required to complete.

On the 29th September the authorised strength was one chief constable, one chief clerk, 21 superintendents, 17 inspectors, 80 serjeants, 536 constables, and 14 additional constables.

In adddition to the ordinary duties of police, the West Riding constabulary perform the following extra duties, viz.:—

The inspection of weights and measures, as vacancies occur among the inspectors who were appointed previously to 1858.

The inspection of nuisances, whenever application is made by the lcal authority for a member of the police to act as inspector.

Assisting relieving officers of vagrants; upon application, provided two or more constables be in the locality, one is allowed to be appointed, but not in places where there is only one constable.

In a few instances officers have been allowed to be nominated to supervise labour in unions where there is task work.

In many townships the police have authority from the surveyors to impound cattle found straying in the highways.

The Riding is divided into 20 districts, with a staff of 26 officers and constables at the head quarters in Wakefield, two detective inspectors inclusive. The pay of the several ranks remains the same as last year.

The establishment is composed of a very efficient and intelligent body of men; the clothing was of good quality and well fitted, and the accoutrements and necessaries were complete and in serviceable condition. The inspector visited the station-houses at the head quarters of divisions, and most of the smaller lock-up station-houses, and found the offices, cells for prisoners, and officers and constables' quarters in good order. The books at the head-quarter office and in the police districts were correctly and systematically kept.

The force has been maintained in a very satisfactory state of discipline and efficiency.

Borough of Bradford.

Borough of Bradford.

Population in 1861	106,218
Area in acres	6,590
Number of constables	133
Population to one constable	798

Inspected on the 13th May, when the establishment comprised one head constable, two superintendents, three inspectors, 14 serjeants, and 113 constables, of whom one chief constable, one superintendent, two inspectors, 10 serjeants, and 75 constables paraded for inspection; one superintendent, one inspector, four serjeants, and 26 constables were reported absent on duty, three constables sick, one on leave of absence, and eight were required to complete. An officer is employed as process server, and a constable as coroner's officer.

The constables appeared generally to be an efficient body, and their clothing and appointments were of good quality. A few of the men recently appointed seemed below the average in intelligence; and the Inspector was informed that difficulty had been experienced in obtaining suitable men in sufficient numbers to keep the force up to its full strength, and that in several instances constables had resigned with a view to joining other police establishments where they would receive higher wages.

In

In September the Inspector received a communication from the head constable stating that on the 19th June the pay of the serjeants and constables had been advanced 1*s.* per week, and that he thought it had caused a better class of men to apply for appointment; also, that the force was then at its full strength. The books were found correct, and the offices, charge-room, and lock-ups in good order.

In the Inspector's opinion, the force has been maintained in a state of efficiency.

Borough of Dewsbury.

Borough of Dewsbury.

Population in 1861	18,148
Area in acres	1,335
Number of constables	12
Population to one constable	1,512

Inspected on the 9th May, when the force consisted of one head constable, three serjeants, and eight constables.

The men presented a respectable appearance, and were supplied with the usual articles of clothing and appointment, which were in serviceable condition when produced for inspection.

The Corporation have not yet erected lock-ups, but have entered into an arrangement with the authorities of the county by which borough prisoners are received and subsisted in the cells attached to the police-station of the Dewsbury division of the West Riding constabulary, situated in the borough.

The Inspector is of opinion that the existing establishment is numerically insufficient for the ordinary duties of the borough.

Borough of Doncaster.

Borough of Doncaster.

Population in 1861	16,430
Area in acres	1,879
Number of constables	18
Population to one constable	913

Force inspected on the 22nd May.

Present, one chief superintendent, one inspector, three serjeants, and 12 constables; a supernumerary constable was also on parade who had been employed since the 27th December to fill a vacancy that had existed in the establishment from that date.

The men appeared smart and intelligent, and were supplied with the customary articles of clothing and appointment, which were in good condition. The books and returns were carefully and accurately kept, and the police duties seemed adequately provided for. The office, charge-room, and cells, the last only used for the temporary confinement of prisoners, were clean and in good repair.

The Inspector has to report the force efficient.

Borough of Halifax.

Borough of Halifax.

Population in 1861	54,000
Area in acres	3,538
Number of constables	58
Population to one constable	931

Inspected on the 8th May.

Present, one chief superintendent, two inspectors, 11 serjeants, 42 constables; one constable was reported sick, and one absent with leave; the latter was serving in a militia regiment which was called up for training, and his militia engagement was to expire at the termination of the training.

An inspector is employed by the Sanitary and Markets and Fairs Committees, and has the assistance of a constable in the discharge of those duties. The superintendent acts as superintendent of the fire brigade, and one of the detective officers also does duty with the brigade in case of fire.

Two constables have been added to the strength since last inspection.

The force is composed of a well-sized and apparently efficient body of men, but a great number of changes have taken place since the establishment was augmented in 1866, and a difficulty has been found in obtaining good and steady

No. 2. Northern District.

men for the service; the clothing was of excellent quality and well fitted; the books were regularly and correctly kept. The charge-room and offices, situated in the basement story of the Town Hall, are commodious, and the cells for prisoners dry and airy.

In the Inspector's opinion, the force has been maintained in a satisfactory state of efficiency.

Borough of Huddersfield.

Borough of Huddersfield.

Population in 1861	22,140
Area in acres	700
Number of constables	32
Population to one constable	692

Force inspected on the 8th May; present, one chief superintendent, two inspectors, one sub-inspector, one market inspector, three serjeants, two acting serjeants, and 18 constables; on duty, one serjeant and two constables; sick, one constable. There are two detective officers, one holding the rank of inspe tor, to whom uniform is not issued.

Since the inspection a charter of corporation has been granted to the town. The borough includes a considerable district which was not under the jurisdiction of the improvement commissioners, and contains a population of 72,455 inhabitants. Arrangements have been made with the chief constable of the West Riding to keep the county constabulary in the district in question until the 31st October; from that date the borough police will assume charge, which will necessitate a large increase to its establishment.

The officers and men were an effective and well-selected body, the clothing of good quality and in serviceable condition; trifling alterations were suggested in some of the appointments, which the Watch Committee said should meet with attention. The books were clearly and accurately kept, and the charge-room, offices, men's day-room, and cells for prisoners, were clean and in good order.

The Inspector has to report that the force has been maintained in a satisfactory state of efficiency.

Borough of Leeds.

Borough of Leeds.

Population in 1861	207,153
Area in acres	19,221
Number of constables	307
Population to one constable	675

Inspected on the 14th May, when the number was complete, and comprised one head constable, two superintendents, seven inspectors, 32 sub-inspectors and serjeants, eight detective officers, and 257 constables, of whom one head constable, two superintendents, seven inspectors, 31 sub-inspectors and serjeants, eight detective officers, and 218 constables appeared on parade; one sub-inspector and 35 constables were reported absent on duty, and four constables were sick.

An augmentation of 36 constables was resolved upon by the Watch Committee in March, and the required number was obtained in the following month; partly owing to this increase a large proportion of the constables, viz., 81, were in the third and fourth classes when inspected, and had been less than a year in the service. The serjeants appeared to be an intelligent and efficient body, and the constables generally seemed to be carefully chosen and effective; their clothing and accoutrements were of good quality and in serviceable order.

The force is paid in accordance with a scale approved by the Watch Committee in July 1867. The fourth-class constables receive 19 *s.* a week, the third 20 *s.*, the second 21 *s.*, and the first-class 22 *s.*

The men, formed into four divisions, were drilled in battalion movements by the head constable, and moved with steadiness.

The police duties of the borough appeared to be well provided for, and the books and returns to be systematically and generally correctly kept.

In the township of Leeds, six constables are appointed for the inspection of nuisances, and the serjeants in charge of out townships usually devote one day a week to this duty in their respective sections. Four constables are employed to inspect common lodging-houses and workshops, under the Workshop Registration Act

Act of 1867, seven act as warrant and summoning officers, and nine as detectives. The police also form a fire brigade; 16 constables have houses provided for them, close to the engine-house, one-half of whom perform day and the others night duty, by which means eight men are constantly in reserve to act immediately in the event of an alarm of fire being brought to the station.

Fourteen bridewells, each containing lock-ups, an office, charge-room, and quarters for a serjeant, &c., have been built in different parts of the borough; those the Inspector visited were clean and in good order, and the more recently-erected stations are constructed upon a well-arranged and convenient plan.

The Inspector has to report that the force has been maintained in a satisfactory state of efficiency in point of numbers and discipline.

Borough of Pontefract.

Population in 1861	5,340
Area in acres	1,860
Number of constables	5
Population to one constable	1,068

Inspected on the 12th May.

This force remains the same as last year, both with regard to the number of constables and the rates of wages paid to them. One constable was sick at the time of inspection, and a man was temporarily employed to supply his place, at a weekly pay of 17 *s.* 6 *d.*

The clothing was in good condition and of suitable quality, except the capes, which had been in wear for a considerable time and had become unserviceable.

The books were correctly kept, and the charge-room, lock-ups, and office, clean and commodious.

Taking into account the small amount of crime and disorder shown by the books to exist in the borough, the Inspector is of opinion that the present establishment is sufficient in point of number, and that it has been maintained in a state of efficiency.

Borough of Ripon.

Population in 1861	6,172
Area in acres	1,446
Number of constables	2
Population to one constable	3,086

When inspected on the 16th May the force consisted of one superintendent and one constable; the pay of the former was 27 *s.* per week, and of the latter 24 *s.*, with a deduction of $2\frac{1}{2}$ per cent. on account of the superannuation fund.

The cells, which are used for the confinement of prisoners apprehended in the Borough and in the Liberty of Ripon, are dark and deficient in ventilation.

The Inspector has to report the force deficient in number for the duties of the borough.

Borough of Sheffield.

Population in 1861	185,157
Area in acres	22,830
Number of constables	270
Population to one constable	685

Inspected on the 25th May.

Present, one head constable, seven inspectors, eight sub-inspectors, 13 serjeants, 207 constables; absent on duty, one inspector, two sub-inspectors, 19 constables; on leave, one constable; without leave, one constable; sick, seven constables; required to complete, three constables. An augmentation of 25 constables was ordered by the Town Council on the 9th January and the men appointed during that month.

The municipal boundary embraces a large thinly-populated district outside the town, divided into three sections, two of which have a serjeant and 12 constables, and the third a serjeant and 17 constables stationed in them. The police act as inspectors of nuisances, common lodging-houses, and hackney carriages, in addition to whom one chief and four subordinate inspectors of nuisances have

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been appointed, who investigate and take the necessary measures for the suppression of such nuisances as the police bring under their notice.

The force when inspected presented a favourable appearance, the men seemed well selected and efficient, and their clothing and accoutrements were of good quality and in serviceable condition; the police arrangements for working the borough also appeared well considered and effective, the books and returns were kept with much regularity and afforded all necessary information.

A new station has recently been erected, containing commodious offices, cells for prisoners, charge and parade-rooms, &c.

In the Inspector's opinion the establishment has been maintained in a very satisfactory state of efficiency.

Borough of Wakefield.

Borough of Wakefield.

Population in 1861	23,181
Area in acres	630
Number of constables	30
Population to one constable	772

Inspected May 15th.

One inspector and two constables were absent on duty at Bradford Sessions, and one constable was reported sick.

The force was augmented by an addition of six constables on the 6th December 1867.

The men presented a creditable appearance, and there had been but few changes amongst them during the year.

The establishment consisted of one head constable, one superintendent, two inspectors, 12 merit class, one first class, four second class, and seven third class constables, one clerk, and one drill instructor. The number in the third class was caused by the recent augmentation, as men are required to serve 12 months in that grade before they become eligible for promotion.

The clothing seemed of good quality, but was not well fitted. The greatcoats had been in use for two years and some of them were much worn; only one suit of uniform had been furnished to the constables who had been appointed since December. The Inspector, however, has since been informed by the town clerk that the Watch Committee passed a resolution in June that an overcoat should be supplied every alternate year, that additional clothing should be issued to the more recently-appointed constables, and that two pair of trousers should be supplied to the men annually.

He has to report that in his opinion the force has been maintained in a state of efficiency.

City of York.

City of York.

Population in 1861	40,377
Area in acres	2,720
Number of constables	44
Population to one constable	917

Inspected on 12th June.

An increase of four constables was decided upon by the council on the 6th January, raising the authorised strength to 44; at the time of inspection five constables were sick, two from the effects of injuries received in the execution of their duty, and three from natural causes; one of the former and one of the latter had been incapacitated from duty since December, three men were required to complete, and 10 had been appointed within the preceding 12 months.

The constables are divided into four classes, and are required to serve a year in each before they are eligible for promotion. There is no class of merit, nor is extra pay granted for length of service after the first class has been attained: from the large proportion of changes and the difficulty experienced in filling up vacancies, the present conditions of service appear to need revision.

The force seemed to be composed generally of a respectable and efficient body of men; the clothing and appointments, with the exception of the capes, were of good quality and in serviceable condition, the books and returns were very correctly and carefully kept, and the charge-room, offices, and cells for prisoners were commodious and in good order.

The Inspector has to report the establishment efficient.

RETURN showing the authorised Strength of the several CONSTABULARY and POLICE FORCES in the Northern District, including the additional Constables appointed at the Expense of Companies and Private Persons, in each Year, from 1856 to 1868.

Number.	COUNTIES and BOROUGHS.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
1	Cheshire	169	173	201	203	214	216	224	224	231	235	244	245	267
2	Birkenhead	27	41	41	57	57	57	59	78	85	95	95	98	102
3	Chester	29	33	33	33	33	33	36	36	36	36	36	36	41
4	Congleton	3	3	3	4	4	5	5	5	5	6	5	5	5
5	Macclesfield	18	18	18	18	18	16	16	16	17	17	17	17	22
6	Stalybridge	11	11	11	11	11	11	15	25	25	25	25	25	25
7	Stockport	15	15	15	15	15	15	15	15	15	15	15	21	28
8	Cumberland and Westmorland.	74	108	108	115	116	116	113	116	120	141	159	150	148
9	Carlisle	24	29	29	29	29	29	29	29	31	31	31	31	33
10	Kendal	5	5	4	4	4	4	5	5	5	5	5	6	11
11	Derbyshire	–	–	–	–	–	–	–	–	–	–	–	–	177
12	Derby	–	–	–	–	–	–	–	–	–	–	–	–	50
13	Chesterfield	–	–	–	–	–	–	–	–	–	–	–	–	14
14	Glossop	–	–	–	–	–	–	–	–	–	–	–	–	8
15	Durham	181	199	201	204	206	212	228	229	266	276	305	305	323
16	Durham (City)	8	8	8	11	10	10	13	13	13	13	13	13	13
17	Gateshead	22	22	26	26	26	26	33	33	33	33	35	35	36
18	Hartlepool	5	9	9	9	9	9	12	12	12	12	12	12	12
19	South Shields	17	28	28	28	28	28	35	35	35	35	35	35	35
20	Sunderland	64	65	65	66	66	66	80	80	80	80	85	86	102
21	Lancashire	644	657	666	674	688	707	729	739	763	779	815	826	860
22	Ashton-under-Lyne	19	21	21	21	21	21	21	23	23	23	23	23	23
23	Blackburn	29	29	29	29	34	34	34	34	38	38	38	42	63
24	Bolton	27	27	31	31	31	31	38	38	38	40	40	40	70
25	Lancaster	10	10	14	14	14	14	13	13	13	13	13	13	13
26	Liverpool	886	956	973	982	1,002	1,002	1,002	1,002	1,030	1,052	1,100	1,101	1,101
27	Manchester	524	554	605	604	617	657	671	671	671	670	670	674	748
28	Oldham	22	22	24	25	26	29	58	59	52	54	54	55	55
29	Preston	38	40	42	40	44	44	52	82	82	82	82	82	82
30	Rochdale	17	18	18	18	18	22	23	23	38	38	38	38	38
31	Salford	91	95	95	99	99	105	104	105	105	108	112	115	117
32	Warrington	11	12	12	11	13	13	12	13	16	28	28	28	28
33	Wigan	23	32	32	32	32	32	32	37	37	37	37	37	42
34	Northumberland	61	61	92	96	95	95	107	109	109	115	123	127	139
35	Berwick	4	4	4	4	4	4	4	4	4	5	5	5	5
36	Newcastle-on-Tyne	107	107	107	120	120	120	140	143	146	146	154	157	157
37	Tynemouth	19	30	30	30	30	33	33	33	34	34	34	34	34
38	Nottinghamshire	–	–	–	–	–	–	–	–	–	–	–	–	141
39	Newark	–	–	–	–	–	–	–	–	–	–	–	–	12
40	Nottingham	–	–	–	–	–	–	–	–	–	–	–	–	104
41	York, East Riding	70	69	80	80	80	81	83	84	84	84	84	84	85
42	Beverley	1	1	1	1	1	1	11	11	11	11	10	10	10
43	Hull	101	122	122	122	122	142	142	142	142	142	152	152	162
44	York, North Riding	103	105	115	118	120	123	123	130	139	146	151	153	157
45	Middlesbrough	7	13	13	13	13	15	19	20	27	37	47	47	48
46	Richmond	1	2	2	1	1	1	1	1	1	1	1	2	2
47	Scarborough	5	6	6	6	7	8	11	11	11	11	20	20	23
48	York, West Riding	487	487	529	539	545	550	578	579	606	618	630	645	670
49	Bradford	111	114	116	119	119	119	119	119	119	119	119	133	133
50	Dewsbury	–	–	–	–	–	–	–	10	10	10	12	12	12
51	Doncaster	10	13	13	13	13	13	13	15	15	16	16	18	18
52	Halifax	29	35	35	35	36	36	37	37	37	37	56	56	58
53	Huddersfield	26	29	30	30	32	32	30	31	31	31	31	31	32
54	Leeds	147	221	221	221	228	228	228	256	263	263	270	270	307
55	Pontefract	2	2	4	4	5	5	5	5	5	5	5	5	5
56	Ripon	2	2	2	2	2	2	2	2	2	2	2	2	2
57	Sheffield	143	176	180	191	191	191	191	216	231	241	245	245	270
58	Wakefield	15	15	15	15	24	25	25	25	27	28	24	24	30
59	York	34	37	37	37	37	37	40	40	40	40	40	40	44
	TOTAL in each Year	4,498	4,891	5,116	5,210	5,310	5,425	5,649	5,813	6,009	6,159	6,398	6,466	7,352
	ANNUAL INCREASE	–	393	225	94	100	115	224	164	196	150	239	68	886

RETURN of the Ranks, Number, Rates of Pay, and Travelling Allowances of the several CONSTABULARY

No.	COUNTIES and BOROUGHS.	Established Strength when Inspected.		RANK AND NUMBER.								YEARLY PAY									
				Chief Officers.		Assistant Chief Constable.	Superintendents and Chief Clerks.	Inspectors.	Sub-Inspectors and Serjeants.	Constables.	Additional Constables.	Chief Officers.		Deputy or Assistant Chief Constable.	Chief Clerk.	SUPERINTENDENTS.					
																1.		2.		3.		4.	
		1867.	1868.	Counties.	Boroughs.							Pay.	Allowance.								
												£. s.	£. s.	£. s. d.	£. s. d.	£. s. d.		£. s. d.		£. s. d.		£. s. d.	
1	CHESHIRE	245	267	1	–	–	10	5	34	209	3	500 –	200 –	– –	– –	200 – –		150 – –		130 – –		120 – –	
2	Birkenhead	98	102	–	1	–	2	3	6	59	26	400 –	– –	– –	104 – –	210 – –		– –		– –		– –	
3	Chester	36	41	–	1	–	2	2	4	34	–	200 –	– –	– –	– –	– –		– –		– –		– –	
4	Congleton	5	5	–	1	–	–	–	–	4	–	78 –	– –	– –	– –	– –		– –		– –		– –	
5	Macclesfield	17	22	–	1	–	–	–	1	19	1	120 –	– –	– –	– –	– –		– –		– –		– –	
6	Stalybridge	25	25	–	1	–	–	2	2	20	–	160 –	– –	– –	– –	– –		– –		– –		– –	
7	Stockport	21	28	–	1	–	–	1	3	23	–	150 –	– –	– –	– –	– –		– –		– –		– –	
8	CUMBERLAND and WESTMORLAND	150	148	1	–	–	9	8	9	107	14	500 –	150 –	155 – – 165 – – 175 – –	– –	175 – –		165 – –		155 – –		140 – – 150 – –	
9	Carlisle	31	33	–	1	–	–	–	3	29	–	142 10	– –	– –	– –	– –		– –		– –		– –	
10	Kendal	6	11	–	–	–	–	1	1	9	–	– –	– –	– –	– –	– –		– –		– –		– –	
11	DERBYSHIRE	–	177	1	–	–	13	14	22	121	6	500 –	100 –	– –	– –	200 – –		180 – –		160 – –		140 –	
12	Derby	–	50	–	1	–	–	3	7	39	–	175 –	– –	– –	– –	– –		– –		– –		– –	
13	Chesterfield	–	14	–	1	–	–	–	2	11	–	120 –	– –	– –	– –	– –		– –		– –		– –	
14	Glossop	–	8	–	1	–	–	–	1	6	–	85 –	– –	– –	– –	– –		– –		– –		– –	
15	DURHAM	305	323	1	–	–	12	1	33	213	58	500 –	50 –	– –	139 18 4 150 11 3 161 4 2	139 18 4		130 15 10		120 2 11		111 – 5	
16	Durham	13	13	–	1	–	–	–	3	9	–	120 –	– –	– –	– –	– –		– –		– –		– –	
17	Gateshead	35	36	–	1	–	–	1	4	30	–	200 –	– –	– –	– –	– –		– –		– –		– –	
18	Hartlepool	12	12	–	1	–	–	1	2	8	–	120 –	– –	– –	– –	– –		– –		– –		– –	
19	South Shields	35	35	–	1	–	–	1	5	28	–	150 –	– –	– –	– –	– –		– –		– –		– –	
20	Sunderland	86	102	–	1	–	–	5	14	76	6	320 –	– –	– –	– –	– –		– –		– –		– –	
21	LANCASHIRE	326	360	1	–	1	21	20	122	677	18	500 –	Expenses	300 – –	150 – – 180 – – 210 – –	180 – –		160 – –		140 – –		– –	
22	Ashton-under-Lyne	23	23	–	1	–	–	1	4	17	–	185 –	– –	– –	– –	– –		– –		– –		– –	
23	Blackburn	42	63	–	1	–	–	2	8	52	–	220 –	– –	– –	– –	– –		– –		– –		– –	
24	Bolton	40	70	–	1	–	–	4	7	58	–	180 –	– –	– –	– –	– –		– –		– –		– –	
25	Lancaster	13	13	–	1	–	–	–	2	10	–	100 –	– –	– –	– –	– –		– –		– –		– –	
26	Liverpool	1,101	1,101	–	1	–	13	30	–	705	302	1,000 –	150 –	– –	205 – –	280 – – 330 – –		250 – –		235 – –		156 – – 160 – –	
27	Manchester	674	748	–	1	–	5	34	60	643	5	650 –	– –	– –	– –	200 – –		– –		– –		– –	
28	Oldham	55	55	–	1	–	–	5	8	41	–	250 –	– –	– –	– –	– –		– –		– –		– –	
29	Preston	82	82	–	1	–	–	4	9	68	–	300 –	– –	– –	– –	– –		– –		– –		– –	
30	Rochdale	38	38	–	1	–	–	2	5	30	–	175 –	– –	– –	– –	– –		– –		– –		– –	
31	Salford	115	117	–	1	–	2	11	14	89	–	300 –	– –	– –	– –	150 – –		120 – –		– –		– –	
32	Warrington	23	23	–	1	–	–	1	2	24	–	145 –	– –	– –	– –	– –		– –		– –		– –	
33	Wigan	37	42	–	1	–	–	2	3	36	–	210 –	– –	– –	– –	– –		– –		– –		– –	
34	NORTHUMBERLAND	127	139	1	–	–	7	3	12	116	–	400 –	– –	155 2 6	118 12 6	127 15 –		118 12 6		109 10 –		100 7 6	
35	Berwick	5	5	–	1	–	–	–	–	4	–	90 –	– –	– –	– –	– –		– –		– –		– –	
36	Newcastle-on-Tyne	157	157	–	1	–	5	12	8	131	–	350 –	– –	– –	– –	100 2 –		91 – –		– –		– –	
37	Tynemouth	34	34	–	1	–	–	1	3	29	–	170 –	– –	– –	– –	– –		– –		– –		– –	
38	NOTTINGHAMSHIRE	–	141	1	–	–	7	5	17	109	2	350 –	150 –	– –	– –	164 5 –		136 17 6		127 15 –		118 12 6	
39	Newark	–	12	–	1	–	–	–	2	9	–	140 –	– –	– –	– –	– –		– –		– –		– –	
40	Nottingham	–	104	–	1	–	1	4	16	82	–	325 –	– –	– –	– –	155 – –		– –		– –		– –	
41	YORK, East Riding	84	85	1	–	–	12	1	12	58	1	350 –	100 –	125 – –	– –	105 – –		– –		– –		– –	
42	Beverley	10	10	–	1	–	–	1	1	7	–	90 –	– –	– –	– –	– –		– –		– –		– –	
43	Hull	152	162	–	1	–	–	5	13	143	–	250 –	– –	– –	– –	– –		– –		– –		– –	
44	YORK, North Riding	153	157	1	–	–	9	7	19	105	16	400 –	150 –	150 11 3 161 4 2 170 6 8	– –	141 8 9		130 15 10		124 14 2		113 12 6	
45	Middlesbrough	47	48	–	1	–	–	5	7	19	16	250 –	– –	– –	– –	– –		– –		– –		– –	
46	Richmond	2	2	–	1	–	–	–	–	1	–	54 12	– –	– –	– –	– –		– –		– –		– –	
47	Scarborough	20	23	–	1	–	–	1	3	18	–	150 –	– –	– –	– –	– –		– –		– –		– –	
48	YORK, West Riding	645	670	1	–	–	22	17	80	536	14	650 –	250 –	– –	150 – – 175 – – 200 – – 225 – – 240 – –	190 – –		175 – –		160 – –		140 – –	
49	Bradford	133	133	–	1	–	2	3	14	113	–	250 –	– –	– –	– –	100 – –		– –		– –		– –	
50	Dewsbury	12	12	–	1	–	–	1	2	9	–	111 6	– –	– –	– –	– –		– –		– –		– –	
51	Doncaster	18	18	–	1	–	–	1	3	13	–	150 –	– –	– –	– –	– –		– –		– –		– –	
52	Halifax	56	58	–	1	–	–	2	11	44	–	150 –	– –	– –	– –	– –		– –		– –		– –	
53	Huddersfield	31	32	–	1	–	–	3	5	23	–	155 –	– –	– –	– –	– –		– –		– –		– –	
54	Leeds	270	307	–	1	–	2	7	32	265	–	310 –	– –	– –	– –	130 – –		– –		– –		– –	
55	Pontefract	5	5	–	1	–	–	–	1	3	–	120 –	– –	– –	– –	– –		– –		– –		– –	
56	Ripon	2	2	–	1	–	–	–	–	1	–	70 4	– –	– –	– –	– –		– –		– –		– –	
57	Sheffield	245	270	–	1	–	–	8	23	238	–	500 –	– –	– –	– –	– –		– –		– –		– –	
58	Wakefield	24	30	–	1	–	1	2	–	26	–	170 –	– –	– –	– –	89 18 4		– –		– –		– –	
59	York	40	44	–	1	–	–	3	5	35	–	175 –	– –	– –	– –	– –		– –		– –		– –	
		6,466	7,352	10	48	1	155	310	694	5,641	493												

and Police Forces in the Counties and Boroughs of the Northern District.—29 September 1868.

AND ALLOWANCES.											WEEKLY PAY.										
SUPERINTENDENTS.			Assistant Clerk.	INSPECTORS.							Sub-Inspectors and Serjeants.				CONSTABLES.							No.
5.	6.	Allowances.		1.	2.	3.	4.	5.	6.		1.	2.	3.	4.	1.	2.	3.	4.	5.	6.	7.	
£. s. d.	£. s. d.	£. s. d.	£. s. d.	£. s. d.	£. s. d.	£. s. d.	£. s. d.	£. s. d.	£. s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
- -	- -	60 - - / 70 - - / 80 - -	- -	100 - -	80 - -	- -	- -	- -	- -		28 -	26 -	25 -	24 -	22 -	21 -	20 -	-	-	-	-	1
- -	- -	- -	- -	104 - -	98 16 -	93 12 -	88 8 -	83 4 -	- -		-	-	-	-	27 -	25 -	24 -	22 -	21 -	20 -	-	2
- -	- -	- -	- -	78 - -	72 16 -	- -	- -	- -	- -		26 -	24 -	-	-	22 -	21 -	20 -	19 -	-	-	-	3
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		-	-	-	-	25 -	-	-	-	-	-	-	4
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		27 -	24 -	-	-	22 -	21 -	20 -	19 -	-	-	-	5
- -	- -	- -	- -	67 12 -	- -	- -	- -	- -	- -		25 -	-	-	-	22 -	21 -	20 -	19 -	-	-	-	6
- -	- -	- -	- -	85 16 -	- -	- -	- -	- -	- -		27 -	-	-	-	23 -	22 -	21 -	20 -	19 -	-	-	7
130 - - / 135 - -	115 - - / 125 - -	50 - -	- -	88 8 -	85 16 -	83 4 -	- -	- -	- -		28 -	27 -	26 -	-	23 -	22 -	21 -	19 -	-	-	-	
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		26 6	-	-	-	22 -	21 -	20 -	19 -	-	-	-	9
- -	- -	- -	- -	82 15 4	- -	- -	- -	- -	- -		27 -	-	-	-	21 -	19 -	18 -	-	-	-	-	10
120 - -	100 - -	73 - -	- -	98 17 1	91 5 -	83 12 11	76 10 -	- -	- -		28 -	26 10	25 8	-	23 4	22 9	22 2	21 7	21 -	20 5	19 10	11
- -	- -	- -	- -	104 - -	78 - -	- -	- -	- -	- -		30 -	26 -	-	-	24 -	22 -	21 -	20 -	-	-	-	12
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		24 -	23 -	-	-	21 -	20 -	18 -	-	-	-	-	13
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		25 -	-	-	-	21 -	-	-	-	-	-	-	14
104 18 9	100 7 6	50 - -	- -	85 3 4	80 12 1	76 - 10	- -	- -	- -		27 5	26 3	25 1	24 6	23 4	22 2	21 -	20 5	19 3	-	-	15
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		24 -	-	-	-	21 -	20 -	19 -	-	-	-	-	16
- -	- -	- -	- -	88 8 -	- -	- -	- -	- -	- -		25 6	-	-	-	22 6	21 6	19 -	-	-	-	-	17
- -	- -	- -	- -	80 12 -	- -	- -	- -	- -	- -		25 -	23 -	-	-	22 -	21 -	20 -	-	-	-	-	18
- -	- -	- -	- -	78 - -	- -	- -	- -	- -	- -		25 6	-	-	-	22 6	21 6	20 -	-	-	-	-	19
- -	- -	- -	- -	91 - -	- -	- -	- -	- -	- -		30 -	29 -	26 -	25 -	24 6	23 6	22 6	21 -	20 -	-	-	20
-	-	70 - - / 80 - - / 100 - -	100 7 6 / 109 10 - / 118 12 6	100 7 6	95 16 3	91 5 -	- -	- -	- -		29 2	28 -	26 10	-	24 6	23 11	23 4	22 2	21 7	-	-	21
- -	- -	- -	- -	84 10 -	- -	- -	- -	- -	- -		26 6	26 3	25 3	25 -	23 -	22 -	21 -	20 -	-	-	-	22
- -	- -	- -	- -	94 18 -	- -	- -	- -	- -	- -		30 -	27 6	26 6	24 6	24 -	23 -	22 -	21 -	20 -	19 -	-	23
- -	- -	- -	- -	91 - -	90 - -	- -	- -	- -	- -		29 1	26 6	-	-	25 3	24 1	23 6	22 6	21 6	20 6	-	24
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		23 -	22 -	-	-	20 -	19 -	18 -	-	-	-	-	25
- -	- -	- -	- -	125 - -	110 - -	105 - -	93 12 -	78 - - / 85 16 -	72 16 - / 75 8 -		-	-	-	-	27 -	26 -	25 -	24 -	22 -	21 -	20 -	26
- -	- -	- -	- -	98 16 -	88 8 -	- -	- -	- -	- -		30 -	28 -	-	-	22 6	21 -	20 -	-	-	-	-	27
- -	- -	- -	- -	92 19 -	88 16 8	86 - 4	78 17 -	74 2 -	- -		27 1	25 5	-	-	23 -	22 -	21 -	20 -	19 -	-	-	28
- -	- -	- -	- -	100 - -	98 16 -	80 12 -	- -	- -	- -		27 -	25 6	24 6	-	24 -	23 -	22 -	21 -	20 -	19 -	-	29
- -	- -	- -	- -	78 - -	- -	- -	- -	- -	- -		25 -	-	-	-	22 -	21 -	20 -	19 -	-	-	-	30
- -	- -	- -	- -	93 12 -	90 - -	88 8 -	83 4 -	78 - -	72 16 -		28 -	27 -	26 -	-	22 -	21 -	20 -	-	-	-	-	31
- -	- -	- -	- -	78 - -	- -	- -	- -	- -	- -		30 -	28 -	26 -	24 -	23 -	22 -	21 -	20 -	19 -	-	-	32
- -	- -	- -	- -	97 1 4	87 19 4	- -	- -	- -	- -		29 2	28 -	26 10	-	25 8	25 1	24 6	23 11	23 4	21 7	20 5	33
- -	- -	- -	- -	88 4 2	82 2 6	76 10 -	- -	- -	- -		27 5	26 3	25 1	-	23 4	22 2	21 -	19 10	18 8	-	-	34
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		-	-	-	-	20 -	18 6	-	-	-	-	-	35
- -	- -	- -	- -	96 4 -	93 12 -	84 10 -	70 4 -	- -	- -		27 -	25 6	-	-	22 6	21 6	19 -	-	-	-	-	36
- -	- -	- -	- -	83 4 -	- -	- -	- -	- -	- -		26 -	25 6	-	-	23 6	22 6	21 -	19 6	-	-	-	37
109 10 -	- -	- -	- -	100 7 6	94 5 10	88 4 2	- -	- -	- -		23 -	27 5	26 3	-	23 4	21 -	19 3	18 1	-	-	-	38
- -	- -	- -	- -	- -	- -	- -	- -	- -	- -		25 -	-	-	-	22 -	21 -	20 -	-	-	-	-	39
- -	- -	- -	- -	130 - -	91 - -	83 8 -	80 12 -	- -	- -		27 -	26 -	25 -	-	22 -	21 6	21 -	20 -	19 -	-	-	40
- -	- -	55 - -	- -	76 - -	- -	- -	- -	- -	- -		25 1	-	-	-	21 7	21 -	19 10	18 3	-	-	-	41
- -	- -	- -	- -	65 - -	- -	- -	- -	- -	- -		23 -	-	-	-	20 -	19 -	17 6	-	-	-	-	42
- -	- -	- -	- -	98 16 -	- -	- -	- -	- -	- -		26 -	-	-	-	23 -	22 -	20 -	19 -	-	-	-	43
109 10 -	103 8 4	36 10 -	- -	91 5 -	88 4 -	85 3 4	80 12 1	77 11 3	76 - 10		27 5	26 3	25 1	-	23 4	22 2	21 7	20 5	19 3	-	-	44
- -	- -	- -	- -	91 - -	78 - -	72 16 -	67 12 -	- -	- -		26 -	25 -	-	-	23 -	22 -	21 -	20 -	19 -	-	-	45
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- -	- -	- -	- -	65 - -	- -	- -	- -	- -	- -		24 -	-	-	-	22 -	21 -	20 6	-	-	-	-	47
120 - -	- -	70 - - / 80 - -	91 5 - / 104 18 9 / 118 12 6 / 127 15 - / 136 17 6	140 - -	125 - -	110 - -	100 7 6	95 16 3	91 5 -		28 -	26 10	25 8	-	23 4	22 9	22 2	21 -	19 10	-	-	48
- -	- -	- -	- -	78 - -	- -	- -	- -	- -	- -		26 -	24 -	-	-	22 -	21 -	20 -	-	-	-	-	49
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- -	- -	- -	- -	130 - -	78 - -	- -	- -	- -	- -		28 -	25 -	-	-	22 -	21 -	19 6	-	-	-	-	52
- -	- -	- -	- -	78 - -	70 4 -	- -	- -	- -	- -		27 -	25 -	24 -	-	22 -	21 -	20 -	19 -	-	-	-	53
- -	- -	- -	- -	91 - -	- -	- -	- -	- -	- -		30 -	27 -	26 -	24 -	23 -	22 -	21 -	20 -	19 -	-	-	54
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- -	- -	- -	- -	150 - -	93 12 -	83 4 -	72 16 -	- -	- -		28 -	27 -	26 -	25s.; 24s.	22 -	21 -	20 -	19 -	-	-	-	57
- -	- -	- -	- -	68 - -	62 8 -	- -	- -	- -	- -		-	-	-	-	23 -	21 -	20 -	19 -	-	-	-	58
- -	- -	- -	- -	97 10 -	91 - -	78 - -	- -	- -	- -		26 -	-	-	-	23 -	22 -	21 -	20 -	19 -	-	-	59

No. 3.
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No. 3.—SOUTH OF ENGLAND AND SOUTH WALES DISTRICT.

TWELFTH ANNUAL REPORT of Captain *Edward Willis*, Her Majesty's Inspector of Constabulary for the Southern Counties of *England* and *South Wales*, for the Year ended the 29th September 1868.

Sir,

I have the honour herewith to present my Twelfth Report of the general state of the police forces in the Southern District.

In some of the counties and boroughs augmentations have been made to the forces during the year, and the total number of police now in the district amount to 4,480 officers and constables, or to 85 more persons than on the 29th of September 1867.

The changes which have taken place during the year in the total force as abovenamed, on account of resignation, dismissals, and from other causes, contrast favourably with those of the previous year, the total changes having amounted to 702 persons, as against 767 persons in the year 1867, and with a force numbering 85 more members.

In the county of Radnor the organisation of the police force has undergone a considerable change; formerly the chief constable of Herefordshire also acted as chief constable for Radnorshire, with two superintendents under him, who were provided with horses for the visiting duties. The organisation of the upper ranks now consists of one chief constable, whose duties will be confined solely to Radnorshire, and one superintendent; but the chief constable is not provided with a horse, or any funds, for locomotion, so that the visiting duties of the whole county, comprising an area of 273,111 acres, is necessarily imposed, to a great extent, on the one superintedent; and I doubt very much whether this arrangement will work efficiently.

None of the boroughs which have populations exceeding 5,000 persons, and which have heretofore been reported as maintaining inefficient police establishments, have taken any steps to improve the state of their forces.

Many of these boroughs have large areas around them, which are left entirely without police protection; and I am of opinion that steps should be taken by Parliament to require all such boroughs to place their police forces in an efficient state, or compel them to consolidate their police with those of the county in which they are situated.

The smaller boroughs, with less than 5,000 persons—and there are 18 of them in the district—have also, in many instances, large areas which are left quite unprotected, and these, without any exception, I am of opinion should be required to unite, for police purposes, with their respective counties.

There are now in the South District 24 municipal boroughs, some large ones, united with their respective counties for police purposes, and in no instance have I ever heard a complaint that the arrangements of consolidation have not worked either efficiently or satisfactorily to both parties to the contracts which have been entered into.

With respect to crime, the returns for the whole of the district show that 773 more indictable offences were committed, and 19 more persons apprehended, during the year than in the year 1867, the total number of offences having been 7,406, as against 6,633, and the apprehensions 5,843, as against 5,824 in the former year.

The number of persons, however, who were committed for trial for such offences, were less by 79 persons than in the year 1867, the committals for trial having been 3,673, as against 3,752.

Of the 5,843 persons who were apprehended on indictable charges, as above stated, 10 are reported to have been convicts on licenses of leave, and 32 convicted persons who had been on licenses of leave, but whose terms of license had expired.

Exceptional circumstances have in some instances been stated by officers in charge of forces to have occasioned an increase in the above classes of offences,

as

as for instance the bread disturbances which took place last winter in Barnstaple and Exeter; a larger number of offences than usual are also stated to have been committed by soldiers in Devonport; and in Southampton more offences have been reported than in former years, in consequence of the former head constable having only entered in his returns those offences which had been detected, whereas now all offences, whether detected or not, are entered in the returns. There are, however, many other localities in which there has been an increase of offences as well as in the places above named, and in which no exceptional circumstances are stated to have taken place.

As regards offences which are determined summarily, the number of persons who were proceeded against and convicted of such offences during the year are reported to have been less by 1,472 and 803 persons respectively than in the previous year, the total number proceeded against having been 79,986, as against 81,458, and the convicted 56,596, as against 57,399, in the year 1867.

There are in the district 18,743 public-houses, 11,883 beer-houses, 212 cider houses, and 517 refreshment houses with wine licenses, and during the year the landlords of 701 of the first, 1,165 of the second, five of the third, and three of the fourth, were summoned and convicted for offences against the tenour of their licenses.

As respects the placing the relief of vagrants in the hands of the police, the Returns relating to this subject which have been prepared for the past and previous years will, I think, show that the system has had no beneficial effect in repressing vagrancy, whilst it has added very much to the duties of those officers and constables who have been appointed to act as assistant relieving officers, and who now, for the whole district, amount to 227 persons out of a total force of 4,480 officers and constables.

In each of the counties, as well as in 31 of the 70 independent municipal boroughs in the south district, officers of the police are now appointed to assist in the relief of vagrants, either by providing them with lodgings, and, when necessary, also with food, or by furnishing them with tickets for shelter and relief at the unions.

The total number of vagrants who have been so assisted by the police during the past year are reported to have amounted to 253,411 persons, which is an increase on the number so aided in the previous year of 85,387 persons, and equal to an increase of 142,931 persons over the number so relieved in the year 1866.

Those who were provided with lodgings in the actual charge and care of the police are stated to have numbered 31,409 persons; those who were provided with lodgings at lodging-houses, 51,744 persons; and those sent to the unions, 170,258 persons.

The above number of persons are quite independent of those vagrants who were provided with relief by direct application to the officers of the unions, and they, no doubt, must have amounted to a very large number of persons.

I add, as usual, for convenience of reference, a list of the municipal boroughs in the south police district, arranged according to the state of efficiency or inefficiency of their respective police establishments; and I append at the end of the Reports on the several county and borough police forces, tables of pay, resignations, and dismissals, and other changes, extra appointments, with their additional duties, and number of police employed in them; also an account of the state of the several county and borough superannuation funds, and tables relating to crime, vagrancy, &c. &c.

I have, &c.
(signed) *Edward Willis*,
Her Majesty's Inspector of Constabulary,
South Police District.

To the Right Honourable Gathorne Hardy, Esq., M.P.,
Her Majesty's Principal Secretary of State for
the Home Department, Whitehall,
London.

No. 3. South of England and South Wales District.

TABLE of Municipal Boroughs in the South Police District, arranged according to the state of Efficiency or Inefficiency of their respective Police Establishments.

Boroughs consolidated for Police purposes with the Constabulary of their respective Counties, and whose Police Forces are reported to be Efficient.

Wallingford.	Shaftesbury.	Ryde (Isle of Wight).	Devizes.
Bodmin.	Gloucester City.	Glastonbury.	Marlborough.
Dartmouth.	Tewkesbury.	Wells.	Aberystwith.
Honiton.	Andover.	Yeovil.	Cardigan.
Bridport.	Lymington.	Calne.	Aberavon.
Lyme Regis.	Romsey.	Chippenham.	Pembroke.

Boroughs with independent Police Establishments whose Populations exceed 5,000 Persons, and whose Police Forces are reported to be Efficient.

Abingdon.	Bristol.	Gravesend.	Reigate.
Newbury.	Portsmouth.	Maidstone.	Brighton.
Reading.	Southampton.	Margate.	Hastings.
Windsor.	Winchester.	Ramsgate.	Hove.
Barnstaple.	Hereford.	Rochester.	Chichester.
Devonport.	Leominster.	Tunbridge Wells.	Salisbury.
Exeter.	Canterbury.	Monmouth.	Carmarthen.
Plymouth.	Deal.	Newport.	Cardiff.
Dorchester.	Dover.	Bath.	Neath.
Poole.	Faversham.	Guildford.	Swansea.
Weymouth.	Folkestone.		

Boroughs with independent Police Establishments whose Populations exceed 5,000 Persons, but whose Police Forces are reported to be Inefficient.

Falmouth.	Truro.	Newport (Isle of Wight).	Brecon.
Penzance.	Bideford.	Bridgwater.	Haverfordwest.
St. Ives.	Tiverton.		

Small Boroughs having independent Police Establishments, but whose Populations are less than 5,000 Persons.

Maidenhead.	South Molton.	Hythe.	Godalming.
Helston.	Torrington.	Sandwich.	Rye.
Launceston.	Totnes.	Tenterden.	Arundel.
Liskeard.	Blandford	Chard.	Tenby.
Penryn.	Basingstoke.		

County of Berks.

County of Berks, including the Borough of Wallingford.

Force - - - - 114 persons.

Area in acres - - - -	442,022	Acres to each constable - -	3,877
Population in 1861 - - -	125,955	Population to ditto, as per census 1861,	1,104

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Chief Constable.	Superintendents.						Inspectors.	Serjeants.			Constables.							
		1st Class.		2nd Class.	3rd Class.			1st Class.	Serjt. Major.	1st Class.		Merit Class.			1st Class.			2nd Class.	3rd Class.
Number of each, Rank and Class -	1	2	1	2	1	1	1	2	1	8	3	5	7	4	5	6	19	30	15
Rates of Pay of each ditto -	£. 400	£. s. d. 139 4 7	£. s. d. 132 6 3	£. s. d. 128 11 8	£. s. d. 117 18 9	£. s. d. 111 – 5	£. s. d. 104 18 9	£. s. d. 90 3 4	s. d. 29 5	s. d. 27 1	s. d. 26 1	s. d. 24 6	s. d. 23 11	s. d. 23 4	s. d. 23 4	s. d. 22 9	s. d. 22 2	s. d. 19 10	s. d. 18 1

Chief constable—Horse and travelling allowance, 150 *l.*
Superintendents—Horses, carts, harness, stabling, and forage, &c. &c. provided.

The police force of this county has undergone no alteration in numbers during the year, but the various classes of the different ranks have been divided and extended, and the pay in some instances also augmented.

In the rank of superintendent, there are, for instance, two degrees of officers of the first class, one of the second, and three of the third.

In the rank of serjeant there are two degrees of the first class, and a senior officer holding the rank of serjeant major, and in that of constable, there are three degrees of the merit class; three of the first class, and one of the third class.

In all these degrees of the different classes different rates of pay are granted, but the classes are not fixed in number, as promotion with increase of pay is granted to the members of each class after completing three, five, seven, and ten years of service respectively.

As respects the state of crime, more indictable offences have been reported than in the previous year, but fewer persons have been apprehended and committed for trial for such offences; and fewer persons have also been proceeded against and punished summarily.

The number of public-houses and beer-houses within the jurisdiction of the police, amount respectively to 554 and 381, and during the year eight landlords of the former and 20 of the latter, were convicted for offences against the tenor of their licenses.

In regard to the relief of vagrants, the police now act in six instead of three unions, consequently the applications to the police for passes to the unions for relief and shelter by this class of persons during the year is in excess of the previous year by 4,966, the total number of applicants having been 11,662, as against 6,666 in the year 1867.

The duties are well arranged and properly provided for; the police are also well clothed, and the stations in good order, and I am of opinion that the force is in an efficient state.

Borough of Abingdon.

Force - - - - - - 6 persons.

Area in acres - - - -	340	Acres to each constable - - -	57
Population in 1861 - - -	5,680	Population to ditto, as per census 1861,	946

Borough of Abingdon.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	4			
Rates of Pay of each ditto	£. 91	–	–	–	–	–	–	–	–	–	–	s. 21	–	–	–	–	s. 18			

The police force of this borough has undergone no change during the year in any respect.

The criminal returns show, as compared with those of the previous year, a considerable decrease in indictable offences as well as in the number of persons who have been apprehended and committed for trial for such offences; for offences, however, which are determined summarily, more persons are stated to have been proceeded against and convicted.

The public-houses and beer-houses within the limits of the borough number respectively 59 and 11, and no offences are recorded against any of the landlords of either description of licensed house.

The station-house is maintained in good order, and the duties appear to be properly arranged, and I am of opinion that the force is in an efficient state.

No. 3. South of England and South Wales District.

Borough of Maidenhead.

Force - - - - - - 4 persons.

Area in acres - - - - 2,560 | Acres to each constable - - - 640
Population in 1861 - - - 3,895 | Population to ditto, as per census 1861, 973

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.											
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.							
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.		
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3						
Rates of Pay of each ditto	£. s. 78 –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 21						

The pay of the police of this borough has been slightly augmented during the year, but in other respects the force has undergone no change.

The criminal returns show, as compared with those of the previous year, a small increase in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but for offences which are determined summarily, fewer persons are stated to have been proceeded against, although more were convicted of such offences.

The public-houses and beer-houses within the borough number 31 and 20 respectively, and no offences are reported against the landlords of either description of house.

The station-house is an isolated building, and very badly constructed.

The area of this borough is large, and cannot be efficiently watched by so small a force.

Borough of Newbury.

Force - - - - - - 8 persons.

Borough of Newbury.

Area in acres - - - - 1,722 | Acres to each constable - - - 215
Population in 1861 - - - 6,161 | Population to ditto, as per census 1861, 770

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.											
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.							
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.		
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	3	1				
Rates of Pay of each ditto	£. s. d. 105 7 6	–	–	–	–	–	–	–	–	–	s. 23	–	–	–	–	s. 19	s. 18	s. 7				

A temporary addition of two constables has been made to this force for the winter months, but in other respects the force has undergone no change.

The number of indictable offences which have been reported, and the apprehensions and committals for trial for such offences are about the same as in the previous year, but rather fewer persons are stated to have been proceeded against for offences which are dealt with summarily.

There are 41 public-houses and 21 beer-houses in the borough, and the landlords of two of each description of house are reported to have been summoned and punished for offences against the tenor of their licenses.

The

The number of vagrants who were passed by the police to the unions during the year, are stated to have amounted to 2,346 persons.

The office arrangements are not of a very satisfactory character, and considerable dilatoriness takes place in affording information as to the discipline and state of crime. The duties, however, are generally fairly provided for, and for all ordinary purposes I consider the force to be efficient.

Borough of Reading.

Force - - - - - 34 persons.

Area in acres - - - - 1,922 | Acres to each constable - - 56
Population in 1861 - - - 25,045 | Population to ditto, as per census 1861, 736

Borough of Reading.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	–	–	–	–	–	1	1	1	–	5	–	–	–	4	7	8	6		
Rates of Pay of each ditto -	£. 145	–	–	–	–	–	£. s. 72 16	£. s. 70 4	£. s. 67 12	–	s. 24	–	–	–	s. 22	s. 21	s. 20	s. d. 18 6		

The police force of this borough has undergone no change during the year, either in pay or members; one serjeant acts as a detective officer.

The criminal returns show, as compared with those of the previous year, a small decrease in indictable offences as well as in the number of persons who have been apprehended for such offences, but a larger number of persons are stated to have been committed for trial; for offences which are determined summarily, considerably more persons are reported to have been proceeded against and convicted.

The public-houses and beer-houses in the borough, number respectively 110 and 151, and during the year the landlords of two of the former, and nine of the latter, were convicted of offences against the tenor of their licenses.

The number of vagrants who were provided by the police with food and lodging during the year, are stated to have amounted to 4,366 persons; the number so relieved during the previous year, amounted to 4,311 persons.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Borough of Windsor.

Force - - - - - - 15 persons.

Area in acres - - - - 2,890 | Acres to each constable - - - 192
Population in 1861 - - - 9,520 | Population to ditto, as per census 1861, 634

Borough of Windsor.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	1	1	–	–	–	5	7			
Rates of Pay of each ditto -	£. 104	–	–	–	–	–	–	–	–	–	s. d. 22 6	s. 21	–	–	–	s. 20	s. 19			

No. 3. South of England and South Wales District.

An augmentation of two constables has been made to this force, and the yearly pay of the head constable has been advanced from 90 *l.* to 104 *l.*, and the weekly pay of all other classes of officers and constables raised 1 *s.* per week.

The returns of crime show, as compared with those of the previous year, a considerable increase in indictable offences, as well as in the number of apprehensions and committals for trial for such offences, and more persons are also reported to have been proceeded against and convicted for offences which are dealt with summarily, than in the year 1867.

The public-houses and beer-houses in the borough, number respectively 43 and 40, and during the year the landlords of two of the former, and three of the latter, are stated to have been summoned and convicted for offences against the tenor of their licenses.

The station-house is in good order, and the duties appear to be properly provided for, and I am of opinion that the force is in an efficient state.

County of Cornwall.

Force - - - - - - 193 persons.

County of Cornwall, inculding the borough of Bodmin.

Area in acres - - -	868,502	Acres to each constable - - -	4,500
Population in 1861 - -	320,218	Population to ditto, as per census 1861,	1,659

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.					
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.			Constables.		
		Deputy C. C.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	1	3	3	–	10	–	–	–	1	17	–	–	48	109	
Rates of Pay of each ditto -	£. 350	£. s. d. 140 7 6	£. s. d. 110 7 6	£. s. d. 100 7 6	–	£. s. d. 76 – 10	–	–	–	s. d. 26 2	s. d. 25 1	–	–	s. 20	s. 18	

Chief constable—Horse and travelling allowance, 150 *l.*
Superintendents—Horses, carts, harness, stabling, and forage, &c. &c. provided.

The police force of this county has undergone no change during the year, either in numbers or pay; the number of the different classes, however, are not stationary, as an arrangement exists for granting increased pay to the members of the several ranks and classes, after completing 3, 5, 7, and 10 years of service respectively.

In regard to crime, fewer indictable offences have been reported than in the previous year, and considerably fewer persons have also been apprehended and committed for trial for such offences.

For offences also, which are disposed of summarily, the returns show a large reduction, as compared with those of the previous year, in the number of persons who have been proceeded against and convicted.

The number of public-houses and beer-houses within the jurisdiction of the police, are stated to amount respectively to 682 and 188, and during the year, the landlords of 41 of the former and 20 of the latter, were convicted for offences against the tenor of their licenses.

In regard to the relief of vagrants, the police act now in five instead of four unions, and the returns show in consequence an increase of applicants for shelter amounting to 146 persons, the number so assisted having been 368, as against 122 in the previous year.

A very admirable and well-arranged head-quarter station has been provided for the accommodation of the force in the town of Bodmin; it is replete with every necessary comfort and accommodation, both for the police as well as prisoners.

The duties are well arranged and properly provided for, the police are also well clothed, and the station-houses in good order, and I am of opinion that the force is in an efficient state.

Borough of Falmouth.

Force - - - - - 4 persons.

Area in acres - - - - - 40 | Acres to each constable - - - 10
Population in 1861 - - - - 5,709 | Population to ditto, as per census 1861, 1,427

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3				
Rates of Pay of each ditto	£. s. d. 80 – –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 21				

The police force of this borough has undergone no change during the year.

The criminal returns show, as compared with those of the previous year, and increase in indictable offences, and in the number of persons apprehended for such offences, but fewer persons are stated to have been committed for trial; for offences however which are determined summarily, both fewer persons are stated to have been proceeded against and convicted.

The public-houses and beer-houses in the borough, number respectively 18 and 8, and no offences are reported against the landlords of either class of house.

The organisation of this force is not satisfactory, and the supervision of the duties is, consequently, not effectively provided for; more men are also required to place the force in an efficient state.

Borough of Helston.

Force - - - - - 1 person.

Area in acres - - - - - 292 | Acres to each constable - - - 292
Population in 1861 - - - - 3,843 | Population to ditto, as per census 1861, 3,843

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1				
Rates of Pay of each ditto	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 20				

There is no properly organised police force in this borough, and no return of crime has been furnished.

One constable performs all the duties; but the area is so extensive, that a very considerable district must constantly be left without police supervision or protection.

The Act requiring a superannuation fund to be established, has not been put in force.

No. 3. South of England and South Wales District.

Borough of Launceston.

Force - - - - - 1 person.

Borough of Launceston.

Area in acres - - - - - 2,880 | Acres to each constable - - - 2,880
Population in 1861 - - - - 2,790 | Population to ditto, as per census 1861, 2,790

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1				
Rates of Pay of each ditto -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	s. 21				

There is no properly organised police force in this borough, and no return of crime has been furnished.

One constable performs all the duties; but the area is extensive, and a considerable district must continually be left without any police supervision or protection.

Borough of Liskeard.

Force - - - - - 2 persons.

Borough of Liskeard.

Area in acres - - - - - 810 | Acres to each constable - - - 405
Population in 1861 - - - - 4,689 | Population to ditto, as per census 1861, 2,344

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2				
Rates of Pay of each ditto -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	s. 20				

The police force of this borough has undergone no alteration during the year, either in pay or members.

The criminal returns show, as compared with those of the previous year, a decrease in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but for offences which are determined summarily, more persons are stated to have been proceeded against and convicted.

The public-houses and beer-houses within the borough, number respectively 17 and 4, and during the year the landlord of one of the latter was convicted for misconducting his house.

For the efficient performance of the duties in this borough, more men are required, and a better organisation.

Borough of Penryn.

Force - - - - - - - 2 persons.

Area in acres - - - -	298	Acres to each constable - - -	149
Population in 1861 - - -	3,547	Population to ditto, as per census 1861,	1,773

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	-	-	-	-	-	-		-	-	-	-	-	-	-	2				
Rates of Pay of each ditto -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	s. 21				

The police arrangements of this borough have undergone no alteration during the year.

In respect to crime the returns show, as compared with those of the previous year, an increase in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but considerably fewer persons are stated to have been proceeded against and convicted for offences which are determined summarily.

The public-houses and beer-houses, number respectively 17 and 1, and no offences are reported against the landlords of either class of house.

There is no proper police station in this borough, and the cells for prisoners are placed in the Town Hall (an isolated building).

For the efficient performance of the duties in this borough, the services of another officer are required.

Borough of Penzance.

Force - - - - - - - 7 persons.

Area in acres - - - -	440	Acres to each constable - - -	62
Population in 1861 - - -	9,414	Population to ditto, as per census 1861,	1,347

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class.	1	-	-	-	-	-	-	-	-	1	-	-	-	-	5				
Rates of Pay of each ditto.	£. 105	-	-	-	-	-	-	-	-	s. 22	-	-	-	-	s. d 18 7				

No alteration has taken place during the year in the number of the police force in this borough.

The pay of the police in each rank is augmented after the completion of 3, 5, 7, and 10 years of service respectively.

The returns of crime show an increase of one indictable offence, and of one more person apprehended for such offence than in the preceding year, but fewer persons are stated to have been committed for trial; for offences, however, which are determined summarily, more persons were both proceeded against and convicted than in the previous year.

No. 3. South of England and South Wales District.

The public-houses and beer-houses in the borough, number respectively 25 and 36, and during the year the landlords of four of the former and six of the latter were convicted for offences against the tenor of their licenses.

The number of vagrants provided with shelter and relief by the police are stated to have amounted to 17 persons.

For the due performance of the duties, both by day and night, more police are required. I am consequently under the necessity of reporting the force as being in an inefficient state.

Borough of St. Ives.

Force - - - - - 1 person.

Borough of St. Ives.

Area in acres - - - -	1,876	Acres to each constable - - -	1,876
Population in 1861 - - -	7,072	Population to ditto, as per census 1861,	7,072

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1				
Rates of Pay of each ditto -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	*s. d.* 19 6				

There is no properly organised police force in this borough.

One constable performs all the duties, but as the area is extensive and the population considerable, it must be manifest, however active the individual constable may be, that the police arrangements cannot but be of an inefficient character.

Two indictable offences are reported, and two persons were apprehended for such offence, and one was committed for trial.

For offences which are determined summarily, 63 persons were proceeded against, and 57 convicted, and these are considerably below the numbers dealt with for such offences in the previous year.

The public-houses and beer-houses in the borough number respectively 13 and 6, and the landlords of one of the former, and two of the latter, were convicted during the year for misconducting their houses.

Borough of Truro.

Force - - - - - 6 persons.

Borough of Truro.

Area in acres - - - -	1,103	Acres to each constable - - -	183
Population in 1861 - - -	11,337	Population to ditto, as per census 1861,	1,889

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	-	-	-	-	-	-	-	-	1	-	-	-	-	2	2			
Rates of Pay of each ditto -	£. *s.* 78 -	-	-	-	-	-	-	-	-	*s. d.* 21 -	-	-	-	-	*s. d.* 18 6	*s. d.* 17 6			

The

The pay of the police force has been slightly augmented during the year, but the force is the same in all other respects.

The returns of crime show a slight increase in indictable offences, but fewer persons are stated to have been apprehended and committed for trial than in the previous year; for offences which are determined summarily, about the same number of persons have been proceeded against as in the year 1867, but considerably more persons have been convicted of such offences.

The public-houses and beer-houses within the borough number respectively 44 and 19, and during the year the landlords of four of each were summoned and convicted for offences against the tenor of their licenses.

For the effective watching of the borough, more police are required; I am consequently under the necessity of reporting the police force as being in an inefficient state.

County of Devon.

Force - - - - - - 334 persons.

Area in acres - - - -	1,616,711	Acres to each constable - -	4,840
Population in 1861 - - -	399,335	Population to ditto, as per census 1861,	1,196

County of Devon, including the boroughs of Dartmouth and Honiton.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.						
		Superintendents.					Inspectors.			Serjeants.			Constables.			
	Chief Constable.	Deputy C. C.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	1	6	7	–	–	–	–	–	24	–	–	10	90	130	65
Rates of Pay of each ditto	£. 400	£. s. d. 156 5 4	£. s. 109 10	£. s. d. 100 7 6	–	–	–	–	–	s. d. 25 1	–	–	s. d. 22 2	s. 21	s. d. 18 8	s. 16

Chief constable—Horse and travelling allowance, and stationery, 200 *l.*
Superintendents—Provide their own horses, and allowed each 45 *l.* for keep, &c., &c., and 8 *l.* for personal clothing.

The police force of this county has undergone no change during the year either in numbers or pay, and no fixed arrangement is in force for giving increase of pay for length of service.

In regard to crime, more indictable offences are reported to have taken place than in the previous year, and more persons have also been apprehended and committed for trial for such offences. In respect, however, to offences which are determined summarily, fewer persons have been proceeded against and convicted than in 1867.

The number of public-houses, beer-houses, and cider-houses within the jurisdiction of the police amount respectively to 1,288, 367, and 43; and during the year the landlords of 45 of the former and 37 of the latter were convicted for offences against the tenor of their licenses.

In regard to the relief of vagrants, the police now act in seven instead of five unions, and the number of applications for shelter and relief during the year has consequently been augmented to the extent of 1,659 persons, the number of applicants having been 4,428, as against 2,769 in the previous year.

One new police station has been provided for the police at Topsham, and another station is in the course of erection at Exmouth.

With regard to the station at Torquay, and the accommodation for both the police as well as prisoners, I have again to report them as being in every way insufficient and defective; indeed the cells are quite unfit places to detain prisoners in.

The accommodation for the police at the head-quarters in Exeter is also extremely insufficient; and when prisoners are in custody it is necessary to have a constable to sit up with them during the night, as there are no proper places for placing them in safe custody.

No. 3. South of England and South Wales District.

The duties are well arranged and properly provided for; the police are also well clothed, and the stations generally in good order; and I am of opinion that the force is in an efficient state.

Borough of Barnstaple.

Force - - - - - 10 persons.

Borough of Barnstaple.

Area in acres - - - -	2,549	Acres to each constable - - -	254
Population in 1861 - - -	10,743	Population to ditto, as per census 1861,	1,074

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	1	–	–	–	–	1	7			
Rates of Pay of each ditto -	£. 120	–	–	–	–	–	–	–	–	s. 24	–	–	–	–	s. 18	s. 17			

The police force of this borough has undergone no change during the year either in pay or members.

In respect to crime, the returns show a large increase over those of the previous year in the number of indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but during the winter of last year bread riots occurred in Barnstaple, as well as in several other places in Devonshire, and the increase in indictable offences is consequently attributable to this circumstance.

For offences which are determined summarily, the number of persons who have been proceeded against and convicted is less than in the previous year.

The public-houses and beer-houses within the borough number 84 and 1 respectively, and the landlords of four of the former, and also the landlord of the latter, were summoned and convicted for misconducting their houses.

During the year the police relieved and found shelter for 22 vagrants.

The duties appear to be generally fairly provided for, and I am of opinion that the force is in an efficient state.

Borough of Bideford.

Force - - - - - 2 persons.

Borough of Bideford.

Area in acres - - - -	4,510	Acres to each constable - - -	2,255
Population in 1861 - - -	5,742	Population to ditto, as per census 1861,	2,871

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1				
Rates of Pay of each ditto -	£. s. 72 16	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 18				

In

In this borough the police force has undergone no change during the year either in members or pay.

In respect to crime, fewer indictable offences are reported to have taken place than in the previous year; and fewer persons are also stated to have been apprehended and committed for trial for such offences; and also fewer persons proceeded against and convicted for offences which are determined summarily.

There are 53 public-houses within the borough, and no beer-houses, and the landlord of one public-house was summoned and convicted for misconducting his house.

When visiting this borough I was informed that the corporation had purchased a building, in which it was proposed to construct a police station, with suitable cells for the detention of prisoners. The Act requiring a police superannuation fund to be established has not as yet been put in force.

The police force of this borough, considering the population and area which is under their charge, is quite inadequate to afford proper protection, and a large portion of the borough must consequently be left entirely without any supervision whatever.

Borough of Devonport.

Force - - - - 46 persons.

Area in acres - - - -	1,705	Acres to each constable - - -	37
Population in 1861 - - -	50,440	Population to ditto, as per census 1861,	1,096

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class	2nd Class.	3rd Class	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	–	–	–	–	–	3	–	–	–	4	–	–	–	–	23	15	
Rates of Pay of each ditto	£. 130	–	–	–	–	–	–	£. s. 70 4	–	–	–	s. 24	–	–	–	–	s. 20	s. 19	

In this borough the police force has undergone no alteration during the year, either in pay or numbers; one constable acts as a detective officer.

In respect to crime, the returns show a considerable increase in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but it is explained that the cause of this increase is solely attributable to crimes committed by soldiers, one of whom committed five forgeries and then deserted; several others also robbed their officers and also deserted.

The offences for which persons are proceeded against summarily, and the convictions for such offences, are very much fewer than in the previous year.

The public-houses and beer-houses within the borough number respectively 135 and 140, and the landlords of seven of the former and nine of the latter were summoned and convicted for offences against the tenor of their licenses.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

No. 3. South of England and South Wales District.

City of Exeter.

City of Exeter.

Force - - - - 44 persons.

Area in acres - - - - 1,800 | Acres to each constable - - - 40
Population in 1861 - - - 33,738 | Population to ditto, as per census 1861, 766

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	5	–	1	–	4	–	–	–	–	9	6	19	
Rates of Pay of each ditto	£. 175	–	–	–	–	–	–	£. s. 62 8	–	–	–	s. 21	–	–	–	–	s. 20	s. 19	s. 18	

The police force of this city has undergone no alteration during the year.

In respect to crime, the returns show a considerable increase in indictable offences as well as in the apprehensions and committals for trial for such offences; but it is explained that the cause of the increase was occasioned by some bread riots, which took place last winter.

For offences which are determined summarily, fewer persons have been proceeded against and convicted than in the previous year.

The public, beer, and cider-houses number respectively 121, 40, and nine; and during the year the landlords of six of the first, and five of the second, were convicted for misconducting their houses.

For ordinary purposes the duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

Borough of Plymouth.

Borough of Plymouth.

Force - - - - - 79 persons.

Area in acres - - - - 600 | Acres to each constable - - - 7
Population in 1861 - - - 62,599 | Population to ditto, as per census 1861, 792

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	Detective, 1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Detectives, Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	1	–	–	–	–	2	3	–	–	6	–	–	–	3	20	20	23
Rates of Pay of each ditto	£. 120	–	£. 120	–	–	–	–	£. 78	£. s. 72 16	–	–	s. 24	–	–	–	s. 22	s. d. 20 6	s. 19	s. 16

The police force of this borough has undergone no change during the year; the organization includes a detective department, consisting of one superintendent, one inspector, and three constables.

In respect to crime, the returns show a slight increase in indictable offences, as well as in the apprehensions for such offences; but fewer persons are reported to have been committed for trial.

For offences which are determined summarily, more persons are reported both to have been proceeded against and convicted than in the previous year.

The

The public-houses and beer-houses within the borough number respectively 174 and 287, and the landlords of 17 of the former and 67 of the latter are reported to have been summoned and convicted for offences against the tenor of their licenses.

The police to some extent act for the relief of vagrants, and during the year 679 of such class of persons were provided with shelter and sent to the workhouse.

The duty arrangements are of a satisfactory character, and I am of opinion that the force is in an efficient state.

Borough of South Molton.

Force - - - - - - 2 persons.

Area in acres - - - - 6,264 | Acres to each constable - - - 3,132
Population in 1861 - - - 3,830 | Population to ditto, as per census 1861, 1,915

Borough of South Molton.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.							
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Rates of Pay of each ditto	£. 78	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. d. 16 6	

The police force of this borough has undergone no alteration during the year.

In respect to crime, the same number of persons are reported to have been apprehended and bailed or committed for trial as in the previous year; but for offences which are determined summarily, fewer persons are stated to have been proceeded against and convicted.

There are in the borough 24 public-houses, two beer-houses, and one cider-house; and the landlord of one public-house was convicted during the year for misconducting his house.

Eleven vagrants are reported to have been forwarded by the police to the workhouse for relief and shelter.

One officer takes duty by day and the other by night, but the area is so extensive that a large portion of the borough must always necessarily be left without any protection whatever.

Borough of Tiverton.

Force - - - - - 7 persons.

Area in acres - - - - 17,650 | Acres to each constable - - - 2,521
Population in 1861 - - - 10,447 | Population to ditto, as per census 1861, 1,492

Borough of Tiverton.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.							
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	4	–	1
Rates of Pay of each ditto	£. 78	–	–	–	–	–	–	–	–	–	–	s. 21	–	–	–	–	s. 19	–	s. d. 14 8

No. 3. South of England and South Wales District.

The police force of this borough has undergone no alteration during the year.

In respect to crime, the returns show a considerable increase in indictable offences, as well as in the number of persons who have been apprehended and bailed, or committed for trial; and considerably more persons are reported to have been proceeded against and convicted for offences which are determined summarily.

There are 35 public-houses and five beer-houses in the borough, and the landlord of one of the former is stated to have been convicted for misconducting his house.

The number of constables appointed for this borough are quite inadequate to provide for the proper watching and protection of the large area and population which they have under charge. I am consequently under the necessity of reporting the force as being in an inefficient state.

Borough of Torrington.

Force - - - - 2 persons.

Borough of Torrington.

Area in acres - - - -	3,456	Acres to each constable - - -	1,728
Population in 1861 - - -	3,298	Population to ditto, as per census 1861,	1,649

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
Rates of Pay of each ditto	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	s. 20	s. 15	

The police force of this borough has undergone no alteration during the year.

No return of crime has been furnished.

The duties are not effectively provided for, and the police force is insufficient in number.

Borough of Totnes.

Force - - - - 3 persons.

Borough of Totnes.

Area in acres - - - -	1,254	Acres to each constable - - -	418
Population in 1861 - - -	4,001	Population to ditto, as per census 1861,	1,333

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
Rates of Pay of each ditto	£. 60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	s. 18		

In

In this borough the police force has undergone no alteration during the year.

In respect to crime, more indictable offences and more apprehensions for such offences are reported than in the previous year; but no more persons have been committed for trial.

For offences, however, which are determined summarily, both more persons have been proceeded against as well as convicted.

The public-houses and beer-houses and cider-houses within the borough number respectively 28, one, and two; and the landlord of one of the former was convicted during the year for misconducting his house.

The two constables take night duty, but they are not assigned any particular beat; the force, however, is too small in number to provide effectually for the duties by day and night.

County of Dorset.

Force - - - - 133 persons.

Area in acres - - - -	624,758	Acres to each constable - - -	4,697
Population in 1861 - - -	159,303	Population to ditto, as per census 1861,	1,197

County of Dorset, including the Boroughs of Bridport, Lyme, and Shaftesbury.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.						
	Superintendents.						Inspectors.			Serjeants.		Constables.				
	Chief Constable.	Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	1	–	2	3	4	–	–	–	–	–	6	7	–	–	36	36	37
Rates of Pay of each ditto	£. 300	£. s. d. 158 3 4	-	£. s. d. 136 17 6	£. s. d. 126 4 7	£. s. d. 115 11 8	–	–	–	–	-	s. d. 26 10	s. d. 25 1	–	–	s. d. 21 –	s. d. 19 3	s. d. 18 1

Chief Constable.—Horse and travelling allowance, 150 *l.*

Superintendents.—Horses, carts, harness, stabling, and forage, &c., &c. provided.

In this county a new chief constable has been appointed, but the force has undergone no change either in numbers or pay; the classes of the superintendents, however, are not stationary, as an arrangement exists for granting additional pay to this class of officers after completing different periods of service.

In respect to crime, rather more indictable offences are reported to have taken place than in the previous year, and more persons are also stated to have been apprehended and committed for trial for such offences.

In regard, however, to offences which are determined summarily, the returns show a considerable decrease, as compared with those of the previous year, in the number of persons who have been proceeded against and convicted.

The number of public-houses and beer-houses within the jurisdiction of the police amounts to 467 and 323 repectively, and during the year the landlords of nine of the former and 20 of the latter are reported to have been convicted for offences against the tenor of their licenses.

For the relief of vagrants the police now act in 10, instead of eight, unions, and consequently the returns show an increase in the applications of such class of persons for relief and shelter to the extent of 2,500; the number of applicants having been 5,314 as against 2,814 in the previous year.

Two new police stations have been erected during the year, one at Portland, and the other at Lyme Regis; the former, however, only has as yet been occupied by the police.

The duties are well arranged and properly provided for; the police are also well clothed, and the stations in good order; and I am of opinion that the force is in an efficient state.

No. 3. South of England and South Wales District.

Borough of Blandford.

Borough of Blandford.

Force - - - - 2 persons.

Area in acres - - - -	27	Acres to each constable - - -	13
Population in 1861 - - -	1,521	Population to ditto, as per census 1861,	760

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1		
Rates of Pay of each ditto -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	*s.* 17	*s.* 16		

In this borough one of the tradesmen acts as superintendent, at a salary of 5 *l.* per annum, but he performs no ordinary police duty.

The returns of crime show, as compared with those of the previous year, an increase in indictable offences, as well as in the apprehensions and committals for trial of such offences; but considerably fewer persons are reported to have been proceeded against and convicted for offences which are determined summarily.

There are 10 public-houses and no beer-houses in the borough, and no complaints appear against any of the houses.

The two constables take duty alternately, for eight hours at a time; but, to place the watching in an efficient state, there should be one officer appointed for day and two for night duty.

Borough of Dorchester.

Borough of Dorchester.

Force - - - - 7 persons.

Area in acres - - - -	571	Acres to each constable - - -	81
Population in 1861 - - -	6,823	Population to ditto, as per census 1861,	974

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	5		
Rates of Pay of each ditto -	£. 60	-	-	-	-	-	-	-	-	-	-	*s.* 21	-	-	-	-	*s.* 18		

In this borough the police force has undergone no alteration during the year.

In respect to crime, the returns show a considerable decrease in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but for offences which are determined summarily more persons are stated to have been proceeded against and convicted than in the previous year.

There are 36 public-houses and five beer-houses in the borough, and the landlords of two of the former are stated to have been convicted during the year for misconducting their houses.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

Borough of Poole.

Force - - - - 14 persons.

Area in acres - - - -	4,749	Acres to each constable - - -	339
Population in 1861 - - -	9,759	Population to ditto, as per census 1861,	697

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	9	2		
Rates of Pay of each, ditto	£. 130	–	–	–	–	–	–	–	–	–	–	s. 25	–	–	s. 22	–	s. 21	s. 19		

No alteration has taken place during this year in the pay or numbers of the police force of this borough.

In respect of crime, rather more indictable offences are reported to have taken place than in the previous year, and more persons are also stated to have been apprehended and committed for trial for such offences; but the returns show a decrease in the number of persons who have been proceeded against and convicted for offences which are determined summarily.

The public-houses and beer-houses within the borough number respectively 45 and 34, and during the year the landlords of seven of the former and eight of the latter were convicted for misconducting their houses.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

Borough of Weymouth.

Force - - - - 12 persons.

Area in acres - - - -	1,600	Acres to each constable - - -	133
Population in 1861 - - -	11,383	Population to ditto, as per census 1861,	948

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	5	4	
Rates of Pay of each, ditto	£. 120	–	–	–	–	–	–	–	–	–	–	s. 26	s. 24	–	–	–	s. 22	s. 20	

The police force of this borough has undergone no alteration during the year, but the pay of the constables is slightly increased.

In respect to crime, the returns show, as compared with those of the previous year, an increase in indictable offences as well as in the apprehensions and committals for trial for such offences; but fewer persons are stated to have been proceeded against and convicted for offences which are determined summarily.

The public-houses and beer-houses number respectively 59 and 38, and the landlord of one only of the latter was convicted during the year for misconducting his house.

No. 3. South of England and South Wales District.

The number of vagrants relieved by the police during the year and sent to the workhouse is stated to have amounted to 522 persons; in the previous year the number so reported only amounted to 339 persons.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

County of Gloucester.

Force - - - - - - 288 persons.

County of Gloucester, including the City of Gloucester and Borough of Tewkesbury.

Area in acres - - - -	787,414	Acres to each constable - - -	2,734
Population in 1861 - - -	351,602	Population to ditto, as per census 1861,	1,220

RANKS	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Chief Constable.	Superintendents.					Inspectors.				Serjeants.			Constables.						
		Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.		Merit Class.	1st Class.	2nd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	
Number of each Rank and Class	1	1	–	4	5	–	–	3	–		–	42	–	–	–	50	115	67		
Rates of Pay of each, ditto -	£. 450	£. s. d. 165 15 5	–	£. s. d. 132 6 3	£. s. d. 112 10 10	–	–	£. s. d. 76 10 –	–		–	s. d. 25 1¾	–	–	–	s. d. 22 2½	s. d. 21 –½	s. d. 17 6½		

Chief Constable.—Horse and travelling allowance, 100 *l.*
Superintendents.—Provide their own horses, and allowed 40 *l.* each for keep, &c. &c.

In this county the police force has undergone no alteration during the year either in numbers or pay, and no fixed arrangement is in force for increasing the pay of any of the ranks or classes for length of service.

In respect to crime, fewer indictable offences are reported to have been committed than in the previous year, but rather more persons have been apprehended and committed for trial for such offences.

For offences which are determined summarily, the returns show an increase in the number of persons who have both been proceeded against and convicted.

The number of public-houses and beer-houses within the jurisdiction of the police amount to 1,036 and 1,207 respectively, and during the year the landlords of 34 of the former and 82 of the latter were convicted for offences against the tenor of their licenses.

The police now act in 12 instead of 11 unions for the relief of vagrants, and during the year 25,815 of such persons were provided with lodgings and sent to the unions. In the previous year the number so assisted by the police amounted to 18,517 persons, so that 7,298 more persons have been relieved by the police during the past than in the previous year.

When food is supplied by the police, eight ounces of bread are allowed to be given.

One new and commodious police-station, with excellent cells, has been erected during the year at Stow-on-the-Wold, and another house for the residence of two constables has been taken on rent at Shirehampton, and another new station is in course of erection at Fishponde; all the stations which have been recently built by the county are provided with excellent cells, and also with good accommodation for the police.

The duties are well arranged and properly provided for; the police are also well clothed, and the stations are in good order, and I am of opinion that the force is in an efficient state.

No. 3.
South of England and South Wales District.

City of Bristol.

City of Bristol.

Force - - - - - - 303 persons.

Area in acres - - - -	4,683	Acres to each constable - - -	15
Population in 1861 - - -	154,093	Population to ditto, as per census 1861,	508

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.					Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Assistant Clerk.	Merit Class.	1st Class.	2nd Class	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	5	–	–	–	4	8	26	–	1	–	209	47	2	
Rates of Pay of each, ditto	£. 380	–	–	–	–	–	£. 117	–	–	–	s. 30	s. 26	s. 25	–	s. 24	–	s. 21	s. 18	s. 16	

Head Constable allowed 50 *l.* for a horse and 20 *l.* for clothing.

No alteration has taken place during the year in the number of this force, but the numbers of the different classes of the constables are changed, and must annually vary, as an increase of pay with promotion is granted from entry up to two years' service.

The detective department consists of eight constables of the first class and one inspector, and one constable acts as clerk.

In respect to crime, the returns show, as compared with those of the previous year, a decrease in indictable offences as well as in the number of persons who have been committed for trial for such offences, but the number of persons who were apprehended on these charges was the same as in the previous year. For offences which are determined summarily, rather more persons are stated to have been proceeded against, although fewer are recorded to have been convicted than in the year 1867.

The public-houses, beer-houses, and cider-houses in the city number respectively 477, 731, and 3, and during the year the landlords of 28 of the first and 103 of the second are reported to have been summoned and convicted for offences against the tenor of their licenses.

The new police-station in the district of St. Philip, which was in the course of erection last year, has been completed, and is now in occupation; the station provides very good accommodation both for the police as well as prisoners.

The stations generally are maintained in good order, and the duties well provided for, and I am of opinion that the force is in an efficient state.

County of Hants.

Force - - - - - - 261 persons.

County of Hants, including the Boroughs of Andover, Lymington, Romsey, and the newly made Borough of Ryde, Isle of Wight.

Area in acres - - - -	1,054,157	Acres to each constable - - -	4,038
Population in 1861 - - -	313,803	Population to ditto, as per census 1861,	1,202

RANKS.	Yearly Pay in £. and Shillings.								Weekly Pay in Shillings and Pence.							
	Chief Constable.	Superintendents.						Inspectors.	Serjeants.			Constables.				
		Deputy C. C.	Merit Class.	1st Class.	2nd Class.	3rd Class.		1st Class.	Merit Class.	1st Class.	2nd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	–	5	5	4		1	–	25	–	–	10	60	80	70
Rates of Pay of each, ditto	£. 400	–	–	£. s. d. 129 5 5	£. s. d. 121 13 4	£. s. d. 111 – 5		£. s. d. 82 2 6	–	s. d. 26 10	–	–	s. d. 23 4	s. d. 22 2	s. d. 19 10	s. d. 17 6

Chief Constable.—Horse and travelling allowance, 150 *l.*
Superintendent—Horses, carts, harness, stabling, and forage, &c., provided.

The

No. 3. South of England and South Wales District.

The police force of this county has undergone no change during the year either in numbers or pay; the rates of pay, however, so far as regards the superintendents and the inspector, are not stationary, as an arrangement is in force for giving additional pay to the members of the classes of such ranks after the completion of 7 and 15 years service respectively.

In regard to crime, the returns for the year now ended show a considerable decrease, as compared with those of the previous year, in the number of indictable offences which have been reported, as well as in the number of persons who have been apprehended and committed for trial for such offences; but as respects offences which are determined summarily, more persons have been proceeded against and convicted than in the previous year.

The number of public-houses and beer-houses within the jurisdiction of the police are stated to amount to 1,173 and 883 respectively, and the landlords of 33 of the former and 44 of the latter were convicted during the year for offences against the tenor of their licenses.

For the relief of vagrants the police act in 17 unions as formerly, and during the year 15,215 of such class of persons were provided with tickets for the unions; in the previous year the number so assisted amounted to 12,118 persons, so that the applications for relief during the past year were in excess of the previous year by 3,097 persons.

Two new police-stations are in the course of construction, one at Aldershot and the other at Bournemouth. An extended or better station is also now much required at Shirley, as the place has become very populous, and the accommodation which is provided in the present station is far too limited both for the requirements of the police as well as prisoners.

The duties are well arranged and properly provided for; the police are also well clothed, and the stations in good order, and I am of opinion that the force is in an efficient state.

Borough of Basingstoke.

Force - - - - - 5 persons.

Borough of Basingstoke.

Area in acres - - - -	4,063	Acres to each constable - -	807
Population in 1861 - - -	4,654	Population to ditto, as per census 1861,	930

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3		
Rates of Pay of each, ditto	£. s. 83 4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	s. 21	s. 20		

In this borough the rank of serjeant has been done away with and a constable substituted in his place; the pay of the constables has also been slightly augmented.

In respect to crime, the returns show, as compared with those of the previous year, an increase in indictable offences, as well as in the number of persons who have been apprehended for such offences; but the number committed for trial are the same as in the previous year.

For offences which are dealt with summarily, fewer persons are reported to have been proceeded against.

The public-houses and beer-houses number respectively 35 and 19, and the landlord of one of the former only is stated to have been convicted during the year for misconducting his house.

The area of this borough is very extensive, and cannot be effectually watched by so small a force.

Borough of Newport, Isle of Wight.

Force - - - - - 5 persons.

Area in acres - - - - 156 | Acres to each constable - - 31
Population in 1861 - - - 7,934 | Population to ditto, as per census 1861, 1,586

Borough of Newport, Isle of Wight.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4			
Rates of Pay of each, ditto	£. 90	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 20			

The pay of the different members of this force has been augmented during the year, but in other respects the force has undergone no alteration.

The returns of crime show, as compared with those of the previous year, a considerable decrease in indictable offences as well as in the number of apprehensions and committals for trial for such offences; but more persons are stated to have been proceeded against summarily.

There are 60 public-houses and 18 beerhouses in the borough, and no offences are recorded against the landlords of any of them.

When I inspected this force, the watch committee met me to discuss the question of augmenting the number of constables, but as yet no addition has been made to the force, and I am consequently under the necessity of again reporting the force to be in an inefficient state.

Borough of Portsmouth.

Force - - - - - - 95 persons.

Area in acres - - - - 4,515 | Acres to each constable - - - 47
Population in 1861 - - - 94,799 | Population to ditto, as per census 1861, 787

Borough of Portsmouth.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	1	–	–	–	1	12	–	–	–	22	24	29	
Rates of Pay of each, ditto	£. 240	–	–	–	–	–	–	£. 85	–	–	–	s. d. 29 6	s. 26	–	–	–	s. d. 23 6	s. 21	s. 19	

No alteration has taken place during the year in the number or rates of pay of this force.

The detective department consists of one serjeant and one constable, and one constable acts as clerk.

No. 3. South of England and South Wales District.

In respect to crime, the returns show, as compared with those of the previous year, an increase in indictable offences, as well as in the number of apprehensions and committals for trial for such offences; and more persons are also reported to have been proceeded against and convicted than in 1867, for offences that are dealt with summarily.

The public-houses and beerhouses in the borough number respectively 332 and 565, and during the year the landlords of 26 of the former and 68 of the latter were convicted of offences against the tenor of their licenses.

The number of vagrants passed by the police to the unions are stated to have amounted to 3,299 persons; in the previous year the number so aided amounted to 3,808 persons.

Some alterations have been made in the head-quarters-station to improve the ventilation of the cells, but the station is too small for the requirements of the police.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Borough of Southampton.

Force - - - - - 65 persons.

Borough of Southampton.

Area in acres - - - -	2,630	Acres to each constable - - -	40
Population in 1861 - - -	46,960	Population to ditto, as per census 1861,	722

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	1	1	–	–	9	–	–	–	–	18	15	20	
Rates of Pay of each, ditto	£. 150	–	–	–	–	–	–	£. s. 93 12	s. 78	–	–	s. 26	–	–	–	–	s. 23	s. 21	s. 19	

An augmentation of two constables has been made to the police of this borough, and a new head constable has been appointed.

The detective department consists of one serjeant and one constable, and one inspector acts as clerk.

The returns of crime show, as compared with those of the previous year, an increase in indictable offences, as well as in the apprehensions and committals for trial for such offences, but it is explained that in the former year's returns the undetected offences were not enumerated, which is now done.

More persons are also reported to have been proceeded against summarily, but fewer to have been convicted than in 1867.

The public-houses and beerhouses within the borough number respectively 171 and 244, and during the year the landlords of 12 of the former and 21 of the latter were convicted for offences against the tenor of their licenses.

The number of vagrants passed by the police to the unions for shelter and relief are stated to have amounted to 3,977 persons.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

City of Winchester.

Force - - - - - - 16 persons.

Area in acres - - - -	1,043	Acres to each constable - - -	6
Population in 1861 - - -	14,776	Population to ditto, as per census 1861,	923

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	12	–	1	
Rates of Pay of each, ditto	£. 104	–	–	–	–	–	–	–	–	–	–	s. 22	–	–	–	–	s. 20	–	s. 17	

An augmentation of one constable has been made to this force during the year, but the rates of pay have undergone no alteration.

In respect to crime, fewer indictable offences, as well as fewer committals for trial for such offences, are reported to have taken place than in the previous year, and fewer persons are also reported to have been proceeded against and convicted for offences which are dealt with summarily.

The public-houses and beerhouses number respectively 101 and 44, and during the year the landlords of one of the former and two of the latter were convicted for misconducting their houses.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

County of Hereford.

Force - - - - - - - 62 persons.

County of Hereford.

Area in acres - - - -	510,686	Acres to each constable - - -	8,236
Population in 1861 - - -	102,359	Population to ditto, as per census 1861,	1,650

RANKS.	Yearly Pay in £. and Shillings.											Weekly Pay in Shillings and Pence.								
	Chief Constable.	Superintendents.						Inspectors.				Serjeants.			Constables.					
		Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	–	3	3	3	–	–	–	1	–	–	6	6	–	–	–	15	15	10
Rates of Pay of each, ditto	£. 310	–	–	£. s. d. 118 12 6	£. s. 109 10	£. s. d. 100 7 6	–	–	–	–	–	–	s. 28	s. d. 25 1	–	–	–	s. 21	s. d. 19 10	s. d. 18 1

Chief Constable.—Horse and travelling allowance, 100 *l.*

Superintendents.—Provide their own horses, and allowed, one 48 *l.*, one 45 *l.*, and seven 40 *l.* for keep, &c., &c.; carts and harness provided by the county.

The police force of this county has undergone no alteration during the year either in numbers or the general rates of pay, but the pay of the chief constable who previously held the appointment of chief constable for Radnorshire, in connection with that of Herefordshire, and from which he received a portion of his salary, has been augmented from 255 *l.* to 310 *l.* in consequence of the breaking up of that arrangement.

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The rates of pay of the different classes, with the exception of those of the first class constables, are fixed, but with respect to the first class constables an arrangement is in force for granting increased pay after three and six years service respectively.

In respect to crime, the indictable offences which have been reported are considerably less in number than in the previous year, and fewer persons have also been apprehended and committed for trial for such offences. For offences also which are determined summarily, considerably fewer persons have been proceeded against and convicted than in the year 1867.

The number of public-houses, beerhouses, and cider-houses within the jurisdiction of the police, amount respectively to 268, 192, and 44, and during the year the landlords of 12 of the first and 21 of the second were summoned and convicted for offences against the tenor of their licenses.

In regard to the relief of vagrants, the police now act only in four instead of five unions, but the number of applicants for tickets to the unions for shelter and relief amounted to 1,806 more than in the previous year, the number having been 7,722 as against 5,916 in the year 1867.

Improvements have been made in several of the station-houses and more accommodation provided; in the stations, however, at Harewood's End and Wigmore the water supply is sadly insufficient, and causes great inconvenience; and at Bromyard the station-house accommodation is very defective, and the smell from the cells when in occupation is most offensive to the family of the resident constable.

The beats are in some instances more extensive than is desirable, but the duties otherwise are well arranged, and I am of opinion that the force is in an efficient state.

City of Hereford.

Force - - - - - - 30 persons.

City of Hereford.

Area in acres - - - -	4,670	Acres to each constable - - -	155
Population in 1861 - - -	15,585	Population to ditto, as per census 1861,	519

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	1	–	–	–	3	–	–	–	–	6	3	8	8
Rates of Pay of each, ditto	£. 130	–	–	–	–	–	–	£. 65	–	–	–	s. 23	–	–	–	–	s. 21	s. 20	s. 19	s. 18

In this force the constables are raised in pay after completing one, two, and four years of service respectively.

In respect to crime, the returns show a considerable decrease in indictable offences as well as in the number of apprehensions and committals for trial for such offences, but more persons are reported to have been proceeded against and convicted for offences which are dealt with summarily.

The public-houses and beerhouses number respectively 103 and 42, and during the year the landlords of seven of the former and three of the latter were convicted for misconducting their houses.

The duties are generally satisfactorily provided for, and I am of opinion that the force is in an efficient state.

Borough of Leominster.

Force - - - - - - - 8 persons.

Area in acres - - - - 7,284 | Acres to each constable - - - 910
Population in 1861 - - - 5,658 | Population to ditto, as per census 1861, 707

Borough of Leominster.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	3	1	
Rates of Pay of each, ditto -	£. 104	–	–	–	–	–	–	–	–	–	–	s. 22	–	–	–	–	s. 18	s. 17	s. 16	

An arrangement exists in this force for giving increased pay to the constables after completing one and two years of service respectively.

The indictable offences and committals for trial for such offences are reported to be the same in number as in the previous year, but fewer persons are stated to have been proceeded against summarily.

The public-houses and beerhouses number respectively 39 and five, and during the year the landlords of two of the former were summoned and convicted for offences against the tenor of their licenses.

The cells are badly situated and very inconvenient of access.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

County of Kent.

Force - - - - 300 persons.

Area in acres - - - - 945,566 | Acres to each constable - - - 3,151
Population in 1861 - - - 362,771 | Population to ditto, as per census 1861, 1,209

County of Kent.

RANKS.	Yearly Pay in £. and Shillings.							Weekly Pay in Shillings and Pence.							
	Chief Constable.	Superintendents.				Inspectors.		Serjeants.			Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	Merit Class.	1st Class.	2nd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	3	2	4	4	1	1	6	6	12	10	38	6*	144	62
Rates of Pay of each, ditto -	£. 500	£. s. d. 149 – 10	£. s. d. 139 18 4	£. s. d. 130 15 10	£. s. d. 118 12 6	£. s. 109 10	£. s. d. 100 7 6	s. d. 30 4	s. 28	s. d. 24 6	s. d. 24 6	s. d. 22 9	s. d. 22 2*	s. 21	s. d. 18 8

* Twopence per diem being merit pay.

Chief Constable.—Horse and travelling allowance, 200 *l.*
Superintendents.—Horses, carts, harness, stabling, and forage, &c. provided.

In this county an addition of 38 constables has been made to the police force during the year, and classes of merit in the different ranks, and with an increase of pay as described in the above table, have been established.

The merit system, however, differs from that of other forces, as the plan only gives increased pay to a certain number in each rank who have been the most vigilant during every seven successive years in the prevention and detection of crime ; consequently, the men who may be receiving the merit pay this yearmay

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not next year be in the receipt of such additional remuneration unless they continue to stand in the same position as to the prevention and detection of offences.

The plan, as arranged at present, extends to three superintendents, at 6 *d.* per diem; six serjeants, at 4 *d.* per diem; 10 first-class constables, at 3 *d.* per diem; and six second-class constables, at 2 *d.* per diem.

There is no system in force for giving increased pay for length of service.

As regards crime the returns show, as compared with those of the previous year, a considerable increase in indictable offences, but rather fewer persons have been apprehended and committed for trial for such offences.

For offences also which are determined summarily, rather more persons have been proceeded against and convicted than in the previous year.

The number of public-houses and beerhouses within the jurisdiction of the police, amount respectively to 1,171 and 924; and during the year the landlords of 26 of the former and 54 of the latter were convicted for offences against the tenor of their licenses.

The police act in seven unions for the relief of vagrants, and during the year 17,267 of such class of persons were provided with tickets for shelter and relief at the unions. In the previous year the number of applicants amounted to 9,407 persons, so that the increase of applicants during the past year has amounted to 7,860 persons.

The duties are well arranged and satisfactorily provided for; the police are also well clothed, and the stations are in excellent order; and I am of opinion that the force is in an efficient state.

City of Canterbury.

Force - - - - - 21 persons.

City of Canterbury.

Area in acres - - - -	3,568	Acres to each constable - -	169
Population in 1861 - - -	21,324	Population to ditto, as per census 1861,	1,015

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	2	–	–	–	2	–	–	–	–	3	5	8	
Rates of Pay of each, ditto	£. 104	–	–	–	–	–	–	£. s. 72 10	–	–	–	s. 26	–	–	–	–	s. d. 22 6	s. 21	s. d. 19 6	

The pay of the constables in this force is augmented after the completion of certain periods of service.

In respect to crime, rather fewer indictable offences are reported than in the previous year, and one person less is stated to have been committed for trial; for offences also which are determined summarily, fewer persons are reported to have been proceeded against, although more were convicted of such offences than in 1867.

The public-houses and beerhouses number respectively 176 and 2; and during the year the landlords of 11 of the former are stated to have been summoned and convicted for offences against the tenor of their licenses.

The number of vagrants who were sheltered and relieved by the police during the year amounted to 73 persons, as against 61 in the previous year.

The duties appear to be satisfactorily provided for, and I am of opinion that the force is in an efficient state.

Borough of Deal.

Force - - - - 8 persons.

Area in acres - - - - 1,159 | Acres to each constable - - - 144
Population in 1861 - - - 7,531 | Population to ditto, as per census 1861, 941

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	6			
Rates of Pay of each, ditto	£. 65	–	–	–	–	–	–	–	–	–	–	s. 20	–	–	–	–	s. d. 17 6			

The police force of this borough has undergone no alteration during the year.

The returns of crime show an increase in indictable offences as well as in the number of persons who have been apprehended and committed for trial for such offences, but considerably fewer persons are reported to have been proceeded against and convicted for offences which are dealt with summarily.

There are 79 public-houses and 13 beerhouses in the borough, and during the year the landlord of one beerhouse only is reported to have been convicted for misconducting his house.

The number of vagrants provided with shelter by the police are stated to have amounted to 102 persons as against 116 persons in the previous year.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Borough of Dover.

Force - - - - 28 persons.

Area in acres - - - - 3,500 | Acres to each constable - - - 125
Population in 1861 - - - 25,325 | Population to ditto, as per census 1861, 904

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	4	–	–	–	–	8	6	9	
Rates of Pay of each, ditto	£ 140	–	–	–	–	–	–	–	–	–	–	s. d. 26 6	–	–	–	–	s. d. 22 6	s. d. 21 6	s. d. 20 6	

In this borough two of the constables act as detective officers, and one as clerk.

In respect to crime, the same number of indictable offences are reported as in the previous year, and (within one) the same number of persons have been apprehended and committed for trial.

For offences which are determined summarily, both fewer persons are stated to have been proceeded against and convicted.

The public-houses and beerhouses within the borough number respectively 213 and 16, and the landlords of seven of the former are stated to have been convicted during the year for offences against the tenor of their licenses.

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The number of vagrants passed by the police to the union for relief and shelter are stated to have amounted to 2,377 persons as against 1,958 persons in the previous year.

The police-station in this borough is very small and deficient of proper accommodation, both for the police as well as prisoners.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Borough of Faversham.

Force - - - - - 7 persons.

Borough of Faversham.

Area in acres - - -	2,036	Acres to each constable - -	290
Population in 1861 - - -	5,858	Population to ditto, as per census 1861,	836

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	3	2		
Rates of Pay of each, ditto	100	–	–	–	–	–	–	–	–	–	–	s. 24	–	–	–	–	s. d. 21 6	s. 20		

The police force of this borough has undergone no alteration during the year.

The return of crime shows an increase in indictable offences as well as in the number of apprehensions and committals for trial for such offences, and more persons are also stated to have been proceeded against and convicted for offences which are dealt with summarily.

The public-houses and beerhouses in the borough number respectively 37 and nine, and the landlords of three of the former and three of the latter were convicted during the year for misconducting their houses.

The number of vagrants passed by the police to the union for relief and shelter are stated to have amounted to 1,977 persons as against 1,327 persons in the previous year.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

Borough of Folkestone.

Force - - - - - 11 persons.

Borough of Folkestone.

Area in acres - - - -	2,697	Acres to each constable - -	245
Population in 1861 - - -	8,507	Population to ditto, as per census 1861,	773

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	4	5		
Rates of Pay of each, ditto	£. 120	–	–		–	–	–	–	–	–	–	s. 26	–	–	–	–	s. d. 21 6	s. d. 20 6		

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The police force of this borough has undergone no alteration during the year.

The returns of crime show an increase of one indictable offence, and of one person more apprehended and committed for trial than in the previous year; for offences, however, which are dealt with summarily, fewer persons are stated to have been proceeded against and convicted than in 1867.

There are 72 public-houses and nine beerhouses in the borough, and during the year the landlords of one of the former and two of the latter were convicted for offences against the tenor of their licenses.

The number of vagrants provided with lodgings and shelter by the police during the year are stated to have amounted to 544 persons as against 455 in the previous year.

Some of the night beats are now become very extensive, and it is necessary for the proper protection of the inhabitants as well as buildings generally, which have very largely increased, that some increase should be made to the police force.

As the force, however, has heretofore worked satisfactorily and been reported efficient, I recommend the allowance of the grant as usual for the past year.

Borough of Gravesend.

Force - - - - 25 persons.

Area in acres - - - - 1,271 | Acres to each constable - - - 50
Population in 1861 - - - 18,782 | Population to ditto, as per census 1861, 751

Borough of Gravesend.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	1	–	–	–	3	1	–	–	7	10	1	1
Rates of Pay of each, ditto	£. s. d. 120 9 4	–	–	–	–	–	–	£. s. d. 81 9 4	–	–	–	s. d. 29 4	s. d. 27 4	–	–	s. d. 25 2	s. d. 23 2	s. d. 21 2	s. d. 20 2

In this borough one officer is appointed for detective purposes.

The pay of the constables is on a progressive scale up to the completion of three years of service.

The returns of crime show an increase in indictable offences as well as in the number of apprehensions and committals for trial for such offences, but fewer persons are stated to have been proceeded against and convicted for offences which are dealt with summarily than in the previous year.

The public-houses and beerhouses number respectively 89 and 53, and during the year the landlords of five of the former and five of the latter were convicted for offences against the tenor of their licenses.

The number of vagrants passed by the police to the union are stated to have amounted to 9,835 persons as against 6,075 persons in the previous year.

The duties are satisfactorily provided for, and in order to add to the security of the outer districts of the borough a mounted patrol is employed.

I am of opinion that the force is in an efficient state.

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Borough of Hythe.

Force - - - - 2 persons.

Borough of Hythe. Area in acres - - - - 882 | Acres to each constable - - 441
Population in 1861 - - - 3,001 | Population to ditto, as per census 1861, 1,500

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1			
Rates of Pay of each, ditto	£. 60	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 20			

No alteration has taken place during the year in the police arrangements of this borough.

No offences of an indictable character are reported to have taken place, and only 20 persons are stated to have been proceeded against summarily, and of these 12 were convicted and punished.

The public-houses and beerhouses number respectively 16 and 5, and no proceedings are stated to have been taken against the landlords of any of them.

For the efficient watching of the borough, the officer in charge ought to have two constables appointed under him for the night duty.

Borough of Maidstone.

Force - - - - 23 persons.

Borough of Maidstone. Area in acres - - - - 4,232 | Acres to each constable - - 184
Population in 1861 - - - 23,016 | Population to ditto, as per census 1861, 1,000

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	2	–	–	–	1	1	–	–	–	10	4	2	2
Rates of Pay of each, ditto	£. s. d. 153 14 4	–	–	–	–	–	–	£. s. 79 19	–	–	–	s. d. 27 8	s. d. 25 8	–	–	–	s. d. 22 7	s. d. 21 7	s. d. 20 6	s. d. 19 6

The police force of this borough has undergone no alteration during the year.

The returns of crime show, as compared with those of the previous year, a considerable decrease in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but more persons are stated to have been proceeded against and convicted for offences which are disposed of summarily.

There are 76 public-houses and 114 beerhouses in the borough; and during the year the landlords of one of the former and two of the latter were convicted of offences against the tenor of their licenses.

The

The number of vagrants provided with shelter by the police amounted to 1,461, being an increase of 1,139 over the number of such persons so relieved in the previous year.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Borough of Margate.

Force - - - - - 12 persons.

Area in acres - - - -	240	Acres to each constable - - -	20
Population in 1861 - - -	8,874	Population to ditto, as per census 1861,	730

Borough of Margate.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–		–	–	–	–	1	1	–	–	–	2	2	5	
Rates of Pay of each, ditto	£. s. 109 10	–	–	–	–	–	–	–	–	–	–	s. 28	s. 26	–	‘	–	s. 23	s. 22	s. 21	

An augmentation of two constables has been made to this force during the year, and the ranks of serjeant and constable have been divided into classes, at higher rates of pay.

In respect to crime, the returns show a decrease in indictable offences, as well as in the apprehensions for such offences, but more persons have been committed for trial, and more persons also proceeded against and convicted for offences which are determined summarily.

The public-houses and beerhouses number respectively 64 and three; and during the year the landlords of two of the former and one of the latter were summoned and convicted for misconducting their houses.

The office has been changed, and better accommodation provided for the head constable.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Town of Ramsgate.

Force - - - - - 13 persons.

Area in acres - - - -	260	Acres to each constable - - -	20
Population in 1861 - - -	11,865	Population to ditto, as per census 1861,	912

Town of Ramsgate.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	4	3	3	
Rates of Pay of each, ditto	£. 120	–	–	–	–	–	–	–	–	–	–	s. 27	s. 25	–	–	–	s. 23	s. 22	s. 21	

The police of this town are the same in number as previously reported, but the rates of pay have been augmented.

In regard to crime, the indictable offences which have been reported are within

No. 3. South of England and South Wales District.

one of the number reported in the previous year, but rather fewer persons are stated to have been apprehended and committed for trial for such offences. For offences, however, which are dealt with summarily a considerable increase is reported in the number of persons who have been proceeded against and convicted.

The public-houses and beerhouses within the jurisdiction of the police number respectively 74 and 26; and during the year the landlords of three of the former were summoned and convicted for misconducting their houses.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

City of Rochester.

City of Rochester.

Force - - - - - 32 persons.

Area in acres - - - -	2,715	Acres to each constable - - -	84
Population in 1861 - - -	16,862	Population to ditto, as per census 1861,	527

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class, River Police.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	4	2	–	–	–	–	17	2	2	4
Rates of Pay of each, ditto	£. s. 114 8	–	–	–	–	–	–	–	–	–	s. 27	s. 24	–	–	–	–	s. 21	s. 20	s. 19	s. 21

The police arrangements of this city include a supervision of the river, and four constables are appointed for this purpose.

In respect to crime, the returns show, as compared with those of the previous year, a decrease in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; and fewer persons are also stated to have been proceeded against and convicted for offences which are determined summarily.

The public-houses and beerhouses number respectively 82 and 37, and during the year the landlords of two of the former and one of the latter were convicted for offences against the tenor of their licenses.

The station and cells have undergone alteration and improvement, and the latter are now much better ventilated.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Borough of Sandwich.

Borough of Sandwich.

Force - - - - - 1 person.

Area in acres - - - -	703	Acres to each constable - - -	703
Population in 1861 - - -	2,944	Population to ditto, as per census 1861,	2,944

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1																			
Rates of Pay of each, ditto	£. s. d. 63 5 4																			

In

In this borough the only change which has taken place during the year has been the appointment of a new head constable.

In previous years no record of crime was kept.

Four indictable offences are reported to have been committed during the past year, for which four persons are stated to have been apprehended and committed for trial.

For offences which are determined summarily, 43 persons were proceeded against, and 40 convicted and punished.

There are in the borough 31 public-houses and four beerhouses, and the landlords of three of the former are stated to have been summoned and convicted during the year for misconducting their houses.

The new head constable appears to be an active officer, but more police are required to place the watching of this borough in an effective state.

Borough of Tenterden.

Force - - - - - - - 4 persons.

Area in acres - - - - 8,394 | Acres to each constable - - - 2,098 Borough of Tenterden.
Population in 1861 - - - 3,762 | Population to ditto, as per census 1861, 940

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Clas .	4th Class,	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	
Rates of Pay of each, ditto	£. 30	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 18	

The police arrangements of this borough have undergone no alteration during the year.

Only one indictable offence is reported, for which one person was apprehended and committed for trial.

For offences which are determined summarily, 14 persons were proceeded against, and convicted and punished.

There are six public-houses and six beerhouses in the borough, and no offences are reported against the landlords of any of them.

The police are stated to have passed 1,537 vagrants to the workhouse for shelter and relief during the year; in the previous year the number so aided amounted to 978 persons.

The constables of this force have a very extensive area under their charge, and it is quite impossible for so small a number of men to patrol and watch the district effectually; besides, one of the constables is 72 years of age.

No. 3. South of England and South Wales District.

Town of Tunbridge Wells.

Town of Tunbridge Wells.

Force - - - - - 21 persons.

Area in acres - - - -	3,350	Acres to each constable - - -	159
Population in 1861 - - -	13,807	Population to ditto, as per census 1861,	657

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.								
	Head Constable, or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.			Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	1	–	–	–	1	1	1	1	3	1	2	3	6
Rates of Pay of each, ditto -	£. s. 125 9	–	–	–	–	–	–	£. s. 83 4	–	–	–	s. 28	s. 27	s. 25	s. d. 23 6	s. d. 22 6	s. 22	s. d. 21 6	s. 20	s. d. 19 6

No alteration has taken place during the year in the number of this force.

The returns of crime show a slight decrease in indictable offences, as well as in the apprehensions and committals for trial for such offences; but more persons are stated to have been proceeded against summarily and convicted than in the previous year.

The public-houses and beerhouses within the jurisdiction of the police number respectively 34 and 44; and during the year the landlord of one of the former and four of the latter were summoned and convicted for misconducting their houses.

The number of vagrants relieved by the police and passed to the workhouse during the year are stated to have amounted to 1,988 persons, or to 701 more of such persons than in the previous year.

The duties are generally fairly provided for; and I am of opinion that the force is in an efficient state.

County of Monmouth.

Force - - - - - 98 persons.

County of Monmouth.

Area in acres - - - -	364,087	Acres to each constable - - -	3,715
Population in 1861 - - -	145,711	Population to ditto, as per census 1861,	1,486

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.							
	Chief Constable.	Superintendents.				Inspectors.				Serjeants.		Constables.					
		Deputy Chief Constable.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	3rd Class.		1st Class.	2nd Class.	Acting Serjeants.	1st Class.	2nd Class.	3rd Class.	4th Class.	
Number of each Rank and Class	1	1	1	1	1	Clerk. 1	1	1		4	11	1	32	21	9	12	
Rates of Pay of each, ditto -	£. 400	£. s. d. 152 1 8	£. s. d. 135 7 1	£. s. d. 129 5 5	£. s. d. 124 14 4	£. s. d. 95 16 3	£. s. d. 83 12 11	£. s. d. 79 1 8		s. d. 26 3	s. d. 25 1	s. d. 22 2	s. d. 22 2	s. 21	s. d. 18 8	s. d. 17 6	

Chief Constable.—Horse and travelling allowance, 100 *l.*

Superintendents provide their own horses, and allowed 60 *l.* each for keep, &c. &c., and an additional pay as Deputy Chief Constable.

The

The police force of this county has undergone no change during the year in regard to the general number, but as a system is in operation for giving additional pay to the members of the different ranks, after completing certain fixed periods of service, the numbers receiving the several rates of pay, as stated in the above table, vary from the numbers as given last year.

In regard to crime the returns show, as compared with those of the previous year, a considerable decrease in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; a considerable decrease is also shown in the returns in respect to the number of persons who have been proceeded against and convicted for offences which are determined summarily.

The public-houses and beerhouses, within the jurisdiction of the police, number respectively 580, 424, and 17, and during the year the landlords of 71 of the former, and 104 of the latter, were convicted of offences against the tenour of their licenses.

The police act in three unions for the relief of vagrants; and 2,312 more of such class of persons are reported to have been provided with lodgings and sent to the unions than in the preceding year, the total number of applicants having been 9,862, as against 7,550 in the year 1867. In one district food is allowed to be supplied by the police, as well as shelter.

The duties are well arranged and properly provided for, the police are also well clothed and the station-houses in good order; and I am of opinion that the force is in an efficient state.

Borough of Monmouth.

Force - - - - - - 6 persons.

Area in acres - - - -	5,407	Acres to each constable - - -	901
Population in 1861 - - -	5,783	Population to ditto, as per census 1861,	963

Borough of Monmouth.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	4			
Rates of Pay of each, ditto	£. s. d. 100 7 6	–	–	–	–	–	–	–	–	–	–	s. d. 25 1	–	–	–	–	s. d. 19 11¾			

No alteration has taken place during the year either in the number or pay of the police of this borough.

The returns of crime show a slight increase in indictable offences, and more persons have also been apprehended and committed for trial for such offences than in the previous year; for offences which are dealt with summarily, about the same number of persons have been proceeded against as in the previous year.

The public-houses, and beer and cider houses, number respectively 63, 2, and 1, and during the year the landlords of three of the first-named were proceeded against and punished for misconducting their houses.

The number of vagrants passed by the police to the union for shelter, during the year, are stated to have amounted to 2,721 persons, or to 301 more persons than in the previous year.

The corporation have, I am informed, made arrangements to build a new police station, with suitable lock-up places.

The duties are generally fairly provided for; and I am of opinion that the force is in an efficient state.

No. 3. South of England and South Wales District.

Borough of Newport (Monmouthshire).

Force - - - - - 29 persons.

Borough of Newport (Monmouthshire).

Area in acres - - - - 996 | Acres to each constable - - - 34
Population in 1861 - - - 23,249 | Population to ditto, as per census 1861, 801

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	1	–	–	–	1	5	–	–	–	7	2	3	9
Rates of Pay of each, ditto	£. 130	–	–	–	–	–	–	£. 90	–	–	–	s. 28	s. 26	–	–	–	s. 23	s. 22	s. 21	s. 20

An augmentation of one constable has been made to this force during the year, and one officer of the rank of serjeant is employed in detective duties.

The returns of crime show an increase in indictable offences, and considerably more persons are also reported to have been apprehended and committed for trial for such offences than in the previous year, but fewer persons are stated to have been proceeded against and convicted for offences which are disposed of summarily.

The public-houses and beerhouses, in the borough, number respectively 90 and 120, and during the year the landlords of 14 of the former, and 40 of the latter, were convicted for misconducting their houses.

The number of vagrants passed by the police to the union for shelter and relief are stated to have amounted to 8,671 ; in the previous year the number so aided amounted to 6,121 persons.

The duties are generally fairly provided for ; and I am of opinion that the force is in an efficient state.

County of Somerset.

Force - - - - - 286 persons.

County of Somerset.

Area in acres - - - - 1,051,498 | Acres to each constable - - - 3,676
Population in 1861 - - - 358,824 | Population to ditto, as per census 1861, 1,254

RANKS.	Yearly Pay in £. and Shillings.											Weekly Pay in Shillings and Pence.										
	Chief Constable.	Superintendents.					Inspectors.					Serjeants.				Constables.						
		Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.		Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.		Merit Class.	1st Class.	2nd Class.	3rd Class	
Number of each Rank and Class	1	1	–	5	5	5	–	–	–	–		5	19	–	–	16	12	24	44	5	144	
Rates of Pay of each, ditto	£. 500	£. 200	–	£. 152	£. 122	£. 110	–	–	–	–		s. d. 27 2	s. d. 25 2	–	–	s. 22	s. 21	s. 22	s. 21	s. 20	s. 19	

Chief Constable.—Horse and travelling allowance, 200 *l.*

Superintendents provide their own horses, and allowed, say, Deputy Chief Constable, 70 *l.*, and the others 46 *l.* each for keep, &c. &c.

In

In this county the police force has undergone no change during the year, in regard to the general number; but as a system is in operation for giving increased pay after nine years' service, the numbers stated to be receiving the rates of pay as given in the above table, and which is made up for the 29th day of September last, differs in some respects from the numbers given in the same table for the year 1867.

In regard to crime, the returns show a considerable increase in indictable offences, and more persons are also reported to have been apprehended and committed for trial for such offences than in the previous year. For offences, however, which are determined summarily the returns show a large decrease in the number of persons who have been proceeded against and convicted.

The public-houses and beer and cider houses within the jurisdiction of the police number respectively 963, 851, and 32; and during the year 21 of the first, 70 of the second, and three of the third, were convicted for offences against the tenour of their licenses.

The police act in five unions for the relief of vagrants, and 1,163 more of such class of persons were provided with tickets for lodgings and sent to the unions than in the previous year; the total number so assisted having been 2,840, as against 1,677 in the year 1867.

The duties are well arranged and satisfactorily provided for. The police are also well clothed, and the station-houses in excellent order; and I am of opinion that the force is in an efficient state.

City of Bath.

Force - - - - - 89 persons.

Area in acres - - - -	3,745	Acres to each constable - - -	42
Population in 1861 - - -	52,528	Population to ditto, as per census 1861,	590

City of Bath.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	Detective, 1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	4	1	1	1	–	1	12	–	2	1	10	10	18	27
Rates of Pay of each, ditto	£. 250	–	–	–	–	–	£. s. 100 2	£. s. 92 6	£. s. 85 16	£. 65	–	s. 30	s. 24	–	s. 21	s. 24	s. 21	s. 20	s. 19	s. 18

The only change of any importance which has taken place in this force during the year has been the appointment of a new head constable.

The organisation embraces a detective department composed of one inspector, one serjeant, and one constable, and one inspector acts as clerk.

The returns of crime show, as compared with those of the previous year, a decrease in indictable offences.

For offences which are dealt with summarily, both fewer persons are reported to have been proceeded against as well as convicted.

The public-houses and beerhouses in the city number respectively 179 and 113, and during the year the landlords of eight of each class of houses were summoned and convicted for offences against the tenour of their licenses.

The number of vagrants provided with shelter and relief by the police during the year are stated to have amounted to 7,313 persons; in the previous year the number so relieved amounted to 5,964 persons.

The duties are satisfactorily provided for; and I am of opinion that the force is in an efficient state.

No. 3. South of England and South Wales District.

Borough of Bridgewater.

Force - - - - 7 persons.

Borough of Bridgewater.

Area in acres - - - -	976	Acres to each constable - - -	139
Population in 1861 - - -	11,320	Population to ditto, as per census 1861,	1,617

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	5			
Rates of Pay of each, ditto	£. s. 137 10	–	–	–	–	–	–	–	–	–	–	s. d. 25 6	–	–	–	–	s. 22			

No alteration has been made during the year in the police arrangements of this borough.

The returns of crime show an increase in indictable offences; viz., 18 as against 15 in the previous year, and for such offences 10 persons were apprehended and four bailed for trial. For offences which are dealt with summarily, more persons are also reported to have been proceeded against and convicted than in the previous year.

The public-houses and beerhouses number respectively 62 and 46, and during the year the landlords of four of the latter were convicted for misconducting their houses.

The number of vagrants provided with lodgings and sent to the union by the police during the year are stated to have amounted to 1,556 persons; in the previous year the number so assisted amounted to 740 persons.

The police are insufficient in number to provide for the proper watching of the borough by day and night, and I am therefore under the necessity of reporting this force to be inefficient.

Borough of Chard.

Force - - - - 2 persons.

Borough of Chard.

Area in acres - - - -	50	Acres to each constable - - -	25
Population in 1861 - - -	2,276	Population to ditto, as per census 1861,	1,138

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	
Rates of Pay of each, ditto	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 14	

The

The police force of this borough is composed of two constables, who are paid a very low rate of wages.

There is no police station; and the cells which I have heretofore stated to be dark, damp, and unprovided with warming apparatus, and unfit for the custody of prisoners, remain in the same unsatisfactory state.

The duties of the constables are not properly supervised.

County of Surrey.

Force ordinarily employed - - - 123 persons.

Area in acres - - - -	371,032	Acres to each constable - - -	3,016
Population in 1861 - - -	115,315	Population to ditto, as per census 1861,	937

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
		Superintendents.					Inspectors.				Serjeants.				Constables.					
	Chief Constable.	Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	1	–	2	2	–	–	7	–	–	–	6	6	–	–	–	35	45	18	
Rates of Pay of each, ditto	£. 500	£. s. 200 15	–	£. 146	£. s. 127 15	–	–	£. s. 91 5	–	–	–	s. 28	s. d. 25 1	–	–	–	s. d. 23 4	s. 21	s. d. 19 3	

Chief Constable.—Horse and travelling allowance, 100 *l.*

Superintendents.—Horses, carts, harness, and stabling provided, and allowed 45 *l.* 15 *s.* each for forage, shoeing, &c., &c., and 12 *l.* each in lieu of personal clothing.

In this county no arrangement is in operation for increasing the rates of pay of the police for length of service, and no alteration has taken place during the year either in the rates of pay or in the numbers of the police who are ordinarily employed.

In respect of crime the returns show, as compared with those of the previous year, a slight decrease in indictable offences, as well as a decrease, to a more considerable extent, in the number of persons who have been apprehended and committed for trial for such offences; fewer persons are also reported to have been proceeded against than in the previous year for offences which are determined summarily.

The number of public-houses and beerhouses within the jurisdiction of the police amount to 517 and 284 respectively, and during the year the landlords of 10 of the former and 12 of the latter were convicted for offences against the tenour of their licenses.

The police act now only in two instead of three unions for the relief of vagrants; but the number of applicants to the police for tickets to lodging-houses and the unions has been more, by 3,456 persons, than in the previous year; the total number having been 4,847 as against 1,391 in the year 1867.

The duties are well arranged and properly provided for; the police are also well clothed, and the station-houses in good order; and I am of opinion that the force is in an efficient state.

No. 3.
South of England and South Wales District.

Borough of Godalming.

Force - - - - - 2 persons.

Borough of Godalming.

Area in acres - - - - 480 | Acres to each constable - - - 240
Population in 1861 - - - 2,321 | Population to ditto, as per census 1861, 1,160

RANKS.	Yearly Pay in £, and Shillings.										Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.				
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Rates of Pay of each, ditto	£. s. 54 12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 17	

No alteration has taken place during the year in police arrangements of this borough.

No offences of an indictable character are reported to have taken place; but 62 persons are stated to have been proceeded against for offences which are determined summarily, and of these 52 were convicted and punished.

The number of public-houses and beerhouses in the borough are stated to be 13 and nine respectively, and during the year the landlords of two of the former and one of the latter were convicted for offences against the tenour of their licenses.

One officer takes duty by day and the other by night; but for the proper watching of the borough there ought to be two constables for night duty.

Borough of Guildford.

Force - - - - - 12 persons.

Borough of Guildford.

Area in acres - - - - 531 | Acres to each constable - - - 44
Population in 1861 - - - 8,020 | Population to ditto, as per census 1861, 668

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	1	4	4	
Rates of Pay of each, ditto	£. 105	–	–	–	–	–	–	–	–	–	–	s. 27	–	–	s. 24	–	s. 24	s. 22	s. 20	

The

The salary of the head constable of this borough has been augmented; but in other respects the force has undergone no change during the year.

As regards crime, the returns show a considerable decrease in indictable offences; viz., 9 as against 21 in the previous year, and for such two persons are stated to have been apprehended and one committed for trial.

For offences also which are determined summarily, rather fewer persons are reported to have been proceeded against; but two more were convicted than in the year 1867.

The public-houses and beerhouses within the borough number respectively 43 and 24, and during the year the landlords of one of the former and two of the latter were summoned and convicted for offences against the tenor of their licenses.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Borough of Reigate.

Force - - - - 14 persons.

Area in acres - - - -	5,909	Acres to each constable - - -	422
Population in 1861 - - -	9,974	Population to ditto, as per census 1861,	712

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	5	3	3	
Rates of Pay of each ditto	£. 120	–	–	–	–	–	–	–	–	–	–	s. 24	–	–	–	–	s. 23	s. 21	s. 20	

No alteration has taken place during the year in the number or pay of the police force of this borough.

The offences of an indictable character which have been reported are about the same in number as in the previous year, but fewer persons have been apprehended and committed for trial for such offences; and fewer persons are also stated to have been proceeded against for offences which are determined summarily.

The public-houses and beerhouses in the borough number respectively 39 and 41, and during the year no offences are recorded against the landlords of any of them.

The number of vagrants passed by the police to the union for shelter and relief, are stated to have amounted to 2,320 persons.

The cells in the station-house in the town of Reigate are damp, and extremely badly ventilated, and are quite unfit for the detention of prisoners. I have named this on several occasions to the authorities, but as yet no better place has been provided.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

No. 3.
South of England and South Wales District.

County of Sussex (East Division).

Force - - - - - 125 persons.

County of Sussex (East Division).

Area in acres - - - - 503,813 | Acres to each constable - - - 4,030
Population in 1861 - - - 135,620 | Population to ditto, as per census 1861, 1,084

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Chief Constable.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Deputy Chief Constable.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	1	3	1	2	1 clerk	–	–	–	–	–	3	7	5	–	–	24	14	33	30
Rates of Pay of each ditto	£. 350	£. s. 159 18	£. s. 127 8	£. s. 118 6	£. s. 100 2	£. 100	–	–	–	–	–	s. 28	s. d. 26 6	s. d. 25 6	–	–	s. 22	s. 21	s. 20	s. 19

Chief Constable.—Horse and travelling allowance, 100 *l.*
Superintendents.—Provide their own horses, and allowed 50 *l.* each for keep, &c., &c., and one 15 *l.* in lieu of personal clothing. Carts and harness and stabling are provided by the county.

In this division of the county of Sussex the police force has been augmented during the year to the extent of eight constables, but no alteration has taken place in the rates of pay.

The numbers in the classes receiving the different rates of pay, as stated in the above table, will however alter to some extent every year, as an arrangement is in force for giving increased pay to the leading classes of each rank, after completing three, six, and nine years of service respectively.

In respect to crime, the returns show, as compared with those of the previous year, a decrease in indictable offences as well as in the number of persons who have been apprehended and committed for trial for such offences; but for offences which are determined summarily, more persons are stated to have been proceeded against and convicted than in the previous year.

The number of public-houses and beerhouses within the jurisdiction of the police amount to 387 and 281 respectively, and during the year the landlords of seven of the former and nine of the latter were convicted of offences against the tenor of their licenses.

With respect to the relief of vagrants, the police act now in five instead of four unions, and more officers are also employed in this duty than formerly. During the year the number of applicants who were provided with shelter and relief by the police and passed to the unions, amounted to 6,817 more persons than in the previous year, the total number having been 10,362, as against 3,545 in the year 1867. When necessary, the police are allowed to give from 1 lb. to two or three pennyworth of bread.

The duties are satisfactorily arranged and properly provided for; the police are also well clothed, and the station-houses are in good order, and I am of opinion that the force is in an efficient state.

No. 3.
South of England and South Wales District.

Borough of Brighton.

Force - - - - - 100 persons.

Area in acres - - - - 2,320 | Acres to each constable - - - - 23
Population in 1861 - - - 77,693 | Population to ditto, as per census 1861, 776

Borough of Brighton.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.								
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.			Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Clerk.	Detectives.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	2	–	–	–	1	6	–	–	4	–	–	1	3	37	11	31	3
Rates of Pay of each ditto	£. 275	–	£. 155	–	–	–	£. 130	£. s. 85 16	–	–	s. 28	–	–	s. 40	s. 33	s. 26	s. 24	s. 22	s. 20

No alteration has taken place during the year in the number or rates of pay of the police force of this borough.

The detective force consists of three constables, and one constable acts as clerk.

The crime returns show a considerable decrease in indictable offences, and fewer persons have also been apprehended and committed for trial than in the previous year; as regards offences which are dealt with summarily, the same number of persons have been proceeded against as in the year 1867, but rather more of such persons have been convicted and punished.

The public-houses and beerhouses number respectively 255 and 282, and during the year the landlords of eight of the former and 10 of the latter were convicted for offences against the tenor of their licenses.

The cells in the head-quarter station of this borough remain in the same state as previously reported; they are dark, badly ventilated, and quite unsuitable places for the detention of prisoners.

The duties are well provided for, and I am of opinion that the force is in an efficient state.

Borough of Hastings.

Force - - - - - 27 persons.

Area in acres - - - - 1,750 | Acres to each constable - - - - 64
Population in 1861 - - - 22,837 | Population to ditto, as per census 1861, 845

Borough of Hastings.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	5	1	–	–	2	4	7	3	4
Rates of Pay of each ditto	£. 175	–	–	–	–	–	–	–	–	–	–	s. d. 28 6	s. d. 25 6	–	–	s. d. 24 6	s. d. 23 6	s. d. 22 6	s. d. 21 6	s. d. 20 6

No. 3. South of England and South Wales District.

In this borough the pay of the serjeants and constables is increased after the completion of certain fixed periods of service.

The returns of crime show an increase in indictable offences, as well as in the number of apprehensions and committals for trial for such offences; and more persons are also stated to have been proceeded against summarily and convicted than in the previous year.

There are 84 public-houses and 67 beerhouses in the borough, and during the year the landlords of five of the former and eight of the latter were summoned and convicted for offences against the tenor of their licenses.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

Town of Hove.

Force - - - - - 23 persons.

Town of Hove.

Area in acres - - - -	712	Acres to each constable - - -	31
Population in 1861 - - -	9,624	Population to ditto, as per census 1861,	418

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	3	–	–	–	–	15	–	4	
Rates of Pay of each ditto	£. s. 150 16	–	–	–	–	–	–	–	–	–	s. 31	–	–	–	–	s. 26	–	s. 22	

In this force the pay of the constables is increased after the completion of three and five years' service.

Six indictable offences are reported to have taken place as against seven in the preceding year, and for these six persons were apprehended and committed for trial. For offences which are determined summarily, 55 persons were proceeded against as against 67 in the previous year, and for this class of offence 39 persons were convicted and punished.

The public-houses and beerhouses within the police district number respectively 19 and 18, and during the year no offences are recorded against the landlords of either description of house.

A superannuation fund has been established, but no return has been furnished as to its position or yearly revenues and liabilities.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

No. 3.
South of England and South Wales District.

Borough of Rye.

Force - - - - - - 2 persons.

Area in acres - - - - 1,120 | Acres to each constable - - - 560
Population in 1861 - - - 3,738 | Population to ditto, as per census 1861, 1,869

Borough of Rye.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1			
Rates of Pay of each ditto	£. s. 56 16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 20			

No alteration has taken place during the year in the police arrangements of this borough.

Two indictable offences are reported to have been committed as against three in the previous year, and for these two persons were apprehended, and one was was bailed and the other committed for trial.

For offences which are dealt with summarily, 86 persons were proceeded against as against 57 in the previous year, and of these 46 were convicted and punished.

The public-houses and beerhouses number respectively 25 and 4, and during the year the landlords of two of the former were convicted for offences against the tenor of their licenses.

The number of vagrants who were sheltered and relieved by the police during the year is stated to have amounted to 302 persons; in the previous year the number so assisted amounted to 335 persons.

For the efficient watching and protection of the borough more police are required.

County of Sussex (West Division).

Force - - - - - - - 91 persons.

Area in acres - - - - 412,379 | Acres to each constable - - - 4,531
Population in 1861 - - - 98,799 | Population to ditto, as per census 1861, 1,085

County of Sussex (West Division).

RANKS.	Yearly Pay in £. and Shillings.												Weekly Pay in Shillings and Pence.							
	Chief Constable.	Superintendents.						Inspectors.					Serjeants.				Constables.			
		Deputy Chief Constable.	1st Class.			2nd Class.			1st Class.			2nd Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	1			5			1			1	4	–	–	–	10	30	26	12
Rates of Pay of each ditto	£. 300	–	£. 135	s. 7	d. 1	£. 118	s. 12	d. 6	£. 88	s. 4	d. 2	£. 76	s. d. – 10	s. d. 27 5	–	–	–	s. d. 23 4	s. 21	s. d. 19 10	s. d. 18 8

Chief Constable.—Horse and travelling allowance, 100 *l.*
Superintendents.—Horses, carts, harness, stabling, and forage, &c., &c., provided.

No. 3. South of England and South Wales District.

In this division of the county of Sussex an addition of one constable has been made to the police force during the year, but the rates of pay have undergone no alteration, and no system is in force for giving additional pay for length of service.

In respect to crime, rather more indictable offences are reported to have been committed than in the previous year; but the apprehensions for such offences are about the same in number, and three fewer persons were committed for trial.

For offences which are determined summarily, the returns show a decrease in the number of persons who are reported to have been proceeded against and convicted during the year.

The number of public-houses and beerhouses within the jurisdiction of the police amount respectively to 361 and 228; and during the year the landlords of five of the former and 12 of the latter were punished for offences against the tenor of their licenses.

The police act in seven unions as assistant relieving officers of vagrants, and 5,687 more of such class of persons were passed by them to the unions than in the previous year, the total number of applicants having been 8,609 as against 2,922 in the year 1867.

The duties are satisfactorily arranged and properly provided for; the police are also well clothed, and the station-houses in good order; and I am of opinion that the force is in an efficient state.

Borough of Arundel.

Force - - - - - 3 persons.

Borough of Arundel.

Area in acres - - - -	1,968	Acres to each constable - - -	656
Population in 1861 - - -	2,498	Population to ditto, as per census 1861,	832

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2			
Rates of Pay of each, ditto	£. s. 54 12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 19			

In this borough the police arrangements are the same in all particulars as when reported last year.

In respect to crime, two indictable offences only are reported to have taken place, and for these two persons were apprehended and committed for trial; and for offences which are determined summarily, 12 persons were proceeded against, and six convicted and punished.

The public-houses and beerhouses number respectively 12 and 9, and no offences are recorded against the landlords of either description of house.

The number of vagrants provided with shelter and relief by the police during the year is stated to have amounted to 2 094 persons.

There is a considerable area attached to this borough which cannot be effectively watched by so small a number of constables. The town portion is pretty well provided for.

No. 3.
South of England and South Wales District.

City of Chichester.

Force - - - - - - 8 persons.

Area in acres - - - - 1,680 | Acres to each constable - - - - 210
Population in 1861 - - - 8,059 | Population to ditto, as per census 1861, 1,007

City of Chichester.

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	2	2	
Rates of Pay of each ditto	£. 80	–	–	–	–	–	–	–	–	–	–	s. 22	–	–	–	–	s. 21	s. 19	s. 18	

No alteration has taken place during the year in the police arrangements of this city.

In regard to crime, the returns show, as compared with those of the previous year, an increase in indictable offences as well as in the number of persons who have been apprehended for such offences; but the same number of persons are stated to have been committed for trial.

For offences which are dealt with summarily, both more persons are stated to have been proceeded against and convicted than in the year 1867.

The public-houses and beerhouses number respectively 50 and 35, and during the year the landlords of two of the former and one of the latter were convicted of offences against the tenor of their licenses.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

County of Wilts.

Force - - - - - - 201 persons.

Area in acres - - - - 799,033 | Acres to each constable - - - - 3,975
Population in 1861 - - - 237,033 | Population to ditto, as per census 1861, 1,179

County of Wilts, including the Boroughs of Calne, Chippenham, Devizes, and Marlborough.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Chief Constable.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	
Number of each Rank and Class	1	–	2	2	3	3	–	13	–	–	–	13	13	–	–	50	80	10	11	
Rates of Pay of each ditto	£. 500	–	£. 150	£. 130	£. 120	£. 110	–	£. s. 77 12	–	–	–	s. d. 26 11	s. d. 25 2	–	–	s. 21	s. 19	s. 18	s. d. 17 6	

Chief Constable.—Horse and travelling allowance, 50 *l.*

Superintendents.—Horses, carts, harness, and stabling provided, and allowed each 2 *s.* 1 *d.* per diem for keep and farriery, &c.

No alteration has taken place during the year either in numbers or rates of pay of the police force of this county, and no system is in force for increasing the pay of any of the ranks and classes for length of service.

No. 3. South of England and South Wales District.

In respect to crime, two more indictable offences are reported to have been committed than in the previous year, and rather more persons have also been apprehended and committed for trial for such offences, but for offences which are determined summarily the returns show a decrease in the number of persons who have been proceeded against and convicted.

The number of public-houses and beerhouses within the jurisdiction of the police amount respectively to 682 and 383, and during the year the landlords of 8 of the former, and 14 of the latter, were summoned and convicted for offences against the tenor of their licenses.

For the relief of vagrants the police act in 12 unions, and during the year 14,001 of such class of persons were provided with shelter and relief, and sent to the union; in the previous year the number so assisted by the police amounted to 9,344 persons, or to 4,657 persons less than in the year just ended.

To adults when destitute the police are allowed to give 1 lb. of bread, and to children one half-pound of bread, and during the year the number provided with food by the police as well as shelter, independent of those fed at the unions, amounted to 6,075 persons.

The duties are well arranged and properly provided for; the police are also well clothed, and the stations maintained in good order, and I am of opinion that the force is in an efficient state.

City of Salisbury.

City of Salisbury.

Force - - - - - - 12 persons.

Area in acres - - - -	660	Acres to each constable - - -	55
Population in 1861 - -	12,278	Population to ditto, as per census 1861,	1,023

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	9			
Rates of Pay of each ditto	£. 100	–	–	–	–	–	–	–	–	–	–	s. 25	–	–	–	–	s. 21			

No alteration has taken place during the year either in the number or pay of the police of this city.

In respect to crime, fewer indictable offences are reported to have taken place than in the previous year, and fewer persons are also stated to have been apprehended and committed for trial for such offences.

For offences, however, which are determined summarily, more persons were both proceeded against and convicted.

The public-houses and beerhouses number respectively 60 and 14, and during the year the landlords of two of the former and one of the latter were convicted for misconducting their houses.

The number of vagrants provided with shelter and relief by the police, and sent to the unions, are stated to have amounted to 4,402 persons; in the previous year the number so assisted amounted to 1,620 persons.

The duties appear to be generally fairly provided for, and I am of opinion that the force is in an efficient state.

County of Brecon.

Force - - - - - - 36 persons.

Area in acres - - - - 456,125 | Acres to each constable - - 12,670
Population in 1861 - - - 56,392 | Population to ditto, as per census 1861, 1,566

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Chief Constable.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	2	–	–	–	–	7	–	–	–	–	–	–	–	–	6	11	9	
Rates of Pay of each ditto	£. 250	–	£. 102	–	–	–	–	s. d. 25 1	–	–	–	–	–	–	–	–	s. 21	s. 19	s. d. 17 6	

Chief Constable.—Horse and travelling allowance, 50 *l.*
Superintendents.—Provide their own horses, and allowed 38 *l.* each for keep, &c., &c.

No alteration has taken place during the year, either in the numbers or rates of pay of the police force of this county, and no system is in operation for increasing the pay of any of the ranks or classes for length of service.

With respect to crime, rather fewer indictable offences are reported to have been committed than in the previous year, and fewer persons have also been apprehended and committed for trial for such offences.

For offences which are determined summarily, the returns also show a decrease both in the number of persons who have been proceeded against and convicted of such offences.

The number of public-houses and beerhouses within the jurisdiction of the police amount respectively to 345 and 128, and during the year the landlords of 33 of the former and 30 of the latter were convicted for offences against the tenor of their licenses.

For the relief of vagrants, the police act in four unions, and during the year 2,681 were provided with lodgings by the police; in the previous year the number so assisted by the police amounted to 1,282 persons, or to 1,213 persons less than in the year just ended.

The station-houses are in a satisfactory condition, with the exception of the one at Hay, in which the cells are bad and the accommodation for the police deficient.

The duties are generally fairly provided for, and the police well clothed, and I am of opinion that the force is in an efficient state.

Borough of Brecon.

Force - - - - - - 4 persons.

Area in acres - - - - 6,426 | Acres to each constable - - - 1,606
Population in 1861 - - - 5,235 | Population to ditto, as per census 1861, 1,308

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3		
Rates of Pay of each ditto	£. s. 54 12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 18		

No. 3. South of England and South Wales District.

No alteration has taken place during the year in the police arrangements of this borough.

The indictable offences which have been reported are more in number than in the previous year, and more persons are stated to have been apprehended and committed for trial for such offences, but this class of offences is still light in number.

For offences which are determined summarily, fewer persons are stated to have been proceeded against than in the year 1867.

There are 63 public-houses and one beerhouse in the borough, and during the year the landlords of three of the former were convicted for offences against the tenor of their licenses.

The police of this borough are too limited in number to be able to patrol and watch the large district under their charge in an efficient manner.

County of Cardigan.

Force - - - - 35 persons.

County of Cardigan, including the Borough of Cardigan and Aberystwith.

Area in acres - - - -	443,387	Acres to each constable - -	12,668
Population, 1861 - - - -	72,245	Population to ditto, as per census 1861,	2064

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Chief Constable.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	1	–	–	–	–	–	–	–	–	6	–	–	–	–	8	15	3	
Rates of Pay of each, ditto	£. 250	–	£. 150	–	–	–	–	–	–	–	–	s. d. 25 1	–	–	–	–	s. 21	s. d. 19 3	s. d. 17 6	

Chief Constable.—Horse and travelling allowance, 50 *l.*

Superintendents.—Provide their own horses, and allowed 50 *l.* each for keep, &c., &c., and 10 *l.* for personal clothing.

In the county the police force has undergone no change during the year in respect of numbers, but the pay of the second superintendent has been augmented, and made equal to that of the other.

No arrangement exists for giving increased pay for length of service.

In regard to crime, more indictable offences are reported to have taken place than in the previous year, and more persons have also been apprehended and committed for trial for such offences; but for offences which are determined summarily the returns show a decrease in the number of persons who have been proceeded against and convicted for such offences.

The public-houses and beerhouses within the jurisdiction of the police number respectively 361 and 30, and during the year the landlords of two of the former and three of the latter are stated to have been summoned and convicted for offences against the tenor of their licenses.

For the relief of vagrants the police now act only in one instead of two unions as formerly; and during the year, 2,303 of such persons are stated to have been provided with relief and lodgings, and sent to the union; in the previous year the number so assisted amounted to 1,903 persons, or to 400 less than in the year just ended.

The police, when granting food, are allowed to supply each person with one pint of gruel and six ounces of bread.

The station-houses of recent construction are in a satisfactory state, but in that at Cardigan there is no apparatus for warming the cells; and the one at Aberystwith is deficient of every comfort, either for the police or for the prisoners.

The duties are well arranged, and generally satisfactorily provided for, and I am of opinion that the force is in an efficient state.

County of Carmarthen.

Force - - - - 50 persons.

Area in acres - - - -	620,214	Acres to each constable - -	12,404
Population in 1861 - - -	101,803	Population to ditto, as per census 1861,	2,036

County of Carmarthen.

RANKS.	Yearly Pay in £. and Shillings										Weekly Pay in Shillings and Pence.									
		Superintendents.					Inspectors.				Serjeants.				Constables					
	Chief Constable.	Deputy Chief Constable.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	3	–	–	–	–	–	–	–	–	10	–	–	–	–	9	27		
Rates of Pay of each, ditto	£. 350	–	£. 160	–	–	–	–	–	–	–	–	s. d. 25 1	–	–	–	–	s. d. 22 2	s. d. 20 5		

Chief Constable.—No allowance for horse or travelling. Expenses out of pocket.

Superintendents.—Provide their own horses, and allowed 50 *l.* each for keep, &c., &c.

No alteration has taken place during the year either in the number or rates of pay of the police force of this county; and no arrangement is in force for granting to any members of the force an increase of pay for length of service.

In respect to crime, the returns show, as compared with those of the previous year, a considerable decrease in indictable offences, as well as in the number of persons who have been apprehended and committed for trial for such offences; but for offences which are determined summarily, more persons are reported to have been proceeded against and convicted than in the year 1867.

The public-houses and beerhouses within the jurisdiction of the police number respectively 755 and 56, and during the year, 15 of the former and 10 of the latter were summoned and convicted for offences against the tenor of their licenses

For the relief of vagrants, the police act in two unions, and during the year 2,081 of such class of persons were provided with lodgings, and sent to the unions. In the previous year the number so assisted by the police amounted to 2,209 persons, or to 128 more persons than during the year just ended.

There are no well-constructed police-stations in this county; and no improvements have been made in the cells at Newcastle Emlyn, which are really quite unfit places for the confinement of prisoners, being almost totally dark, and without ventilation.

The duties are satisfactorily arranged, and generally well provided for, and I am of opinion that the force is in an efficient state.

No. 8. South of England and South Wales District.

Borough of Carmarthen.

Borough of Carmarthen.

Force - - - - - 12 persons.

Area in acres - - - - 5,009 | Acres to each constable - - - 417
Population in 1861 - - - 9,993 | Population to ditto, as per census 1861, 832

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.				Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	2	–	–	–	–	9			
Rates of Pay of each, ditto	£. 120	–	–	–	–	–	–	–	–	–	s. 24	–	–	–	–	s. 20			

No alteration has taken place during the year in the police arrangements of this borough.

In respect to crime, four indictable offences are reported as against five in the previous year, and for these two persons were apprehended, and two bailed for trial.

For offences which are dealt with summarily, 211 persons are stated to have been proceeded against, as against 233 in the previous year, and of these 102 were convicted and punished.

There are in the borough 127 public-houses, but no beerhouses, and during the year the landlord of one house was summoned and convicted for misconducting his house.

The duties are generally well provided for, and I am of opinion that the force is in an efficient state.

County of Glamorgan.

Force - - - - - 154 persons.

Area in acres - - - - 523,712 | Acres to each constable - - - 3,400
Population in 1861 - - - 236,382 | Population to ditto, as per census 1861, 1,534

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Chief Constable.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	1	–	3	–	–	–	5	–	–	–	13	8	–	–	–	50	73		
Rates of Pay of each, ditto	£. 350	£. d. 164 5	–	£. s. 164 5	–	–	–	£. 91	–	–	–	s. 28	s. d. 25 1	–	–	–	s. d. 23 4	s. 20		

Chief Constable.—Horse and travelling allowance, 150 *l.*

Superintendents.—Provide their own horses, and allowed 50 *l.* for keep, &c., &c., and 13 *l.* each for personal clothing.

An addition of two inspectors, one serjeant, and 17 constables has been made to the police force of this county during the year, but in other respects the force has undergone no alteration, and no plan is in operation for increasing the pay of any of the ranks and classes for length of service.

In respect to crime, the returns shew, as compared with those of the previous year, a considerable increase in indictable offences as well as in the number of persons who have been apprehended and committed for trial for such offences, but for offences which are determined summarily, fewer persons are reported to have been proceeded against and convicted than in the year 1867.

The

The number of public-houses and beerhouses within the jurisdiction of the police amount to 1,129 and 743 respectively, and during the year 71 of the former and 151 of the latter were summoned and convicted for offences against the tenor of their licenses.

For the relief of vagrants, the police now act in two unions instead of one, and during the year 21,161 of such class of persons were provided with lodgings and sent to the union; in the previous year the number so assisted by the police amounted to 14,299 persons, or to 6,862 less persons than during the year just ended.

Two new station-houses, each with four cells and constructed to accommodate nine officers and constables, have been completed during the year, and are now in occupation; one at Pontypridd and the other at Pontardawe; these stations are well arranged, and so constructed as to afford to each single constable a small room to himself.

At Aberdare a good deal of money has been spent on the station in alterations, but it is badly arranged, and the police are very uncomfortably accommodated.

The duties are well arranged, and satisfactorily provided for, and the police well clothed, and I am of opinion that the force is in an efficient state.

Borough of Cardiff.

Force - - - - - 50 persons.

Area in acres - - - -	2,321	Acres to each constable - - -	46
Population in 1861 - - -	32,954	Population to ditto, as per census 1861,	659

Borough of Cardiff.

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.				Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Clas.	6th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	4	–	–	–	5	–	–	21	2	9	2	5	1
Rates of Pay of each, ditto	£. 200	–	–	–	–	–	–	£. 78	–	–	–	s. 28		–	s. 24	s. 23	s. 22	s. 21	s. 20	s. 15

In this force the pay of the constables is increased after each year's service up to four years of service.

There is a detective department, consisting of one serjeant and two constables.

As regards crime, rather fewer indictable offences are reported to have been committed than in the previous year, and fewer persons are also stated to have been committed for trial for such offences.

For offences which are determined summarily, the returns show an increase in the number of persons who have been proceeded against, but a decrease in the number who have been convicted and punished.

The public-houses and beerhouses in the borough number respectively 119 and 157, and during the year the landlords of two of the former and 35 of the latter are stated to have been convicted for offences against the tenor of their licenses.

The number of vagrants who were provided with shelter and relief by the police during the year are stated to have amounted to 11,026 persons; in the previous year the number so assisted amounted to 11,798 persons.

In this borough the watch committee have adopted the plan of paying the head constable a portion of his salary, say to the extent of 33*l.* 6*s.* 8*d.*, out of the police superannuation fund. I believe this causes dissatisfaction in the force, and it is quite opposed to the wishes of the head officer that any portion of his salary should be paid out of such a fund; besides, the principle of appropriating and paying away as salary what has been contributed by the members of the force generally towards providing a superannuation fund is extremely unjust.

As respects the duties, I consider them to be properly provided for, and I am of opinion that the force is in an efficient state.

No. 3. South of England and South Wales District.

Borough of Neath.

Borough of Neath.

Force - - - - - - 8 persons.

Area in acres - - - -	1,121	Acres to each constable - - -	140
Population in 1861 - - -	6,810	Population to ditto, as per census 1861,	851

RANKS.	Yearly Pay in £. and Shillings.											Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.					Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.		Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–		–	1	–	–	–	–	3	3		
Rates of Pay of each, ditto	£. s. d. 90 2 8	–	–	–	–	–	–	–	–	–		–	s. 25	–	–	–	–	s. 23	s. 21		

No alteration has taken place during the year in the number or rates of pay of this force.

In respect to crime, fewer indictable offences are reported to have been committed than in the previous year, and fewer persons are also stated to have been apprehended and committed for trial for such offences.

For offences also which are determined summarily, the returns shew a decrease both in the number of persons who were proceeded against as well as convicted.

The public-houses and beerhouses in the borough number respectively 51 and 38, and during the year the landlords of two of the former and six of the latter were summoned and convicted for misconducting their houses.

The number of vagrants provided with lodgings by the police during the year are stated to have amounted to 3,661 persons; in the previous year the number so aided numbered 1,989 persons.

The duties are generally fairly provided for, and I am of opinion that the force is in an efficient state.

Borough of Swansea.

Borough of Swansea.

Force - - - - - - - 57 persons.

Area in acres - - - -	5,400	Acres to each constable - - -	94
Population in 1861 - - -	41,606	Population to ditto, as per census 1861,	729

RANKS.	Yearly Pay in £. and Shillings.											Weekly Pay in Shillings and Pence.									
	Head Constable or Chief Superintendent.	Superintendents.					Inspectors.					Serjeants.				Constables.					
		Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.		Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	2	2	–		–	4	4	–	–	13	10	3	9	9
Rates of Pay of each, ditto	£. 200	–	–	–	–	–	–	£. s. 88 8	£. 78	–		–	s. 27	s. 25	–	–	s. 23	s. 22	s. 21	s. 20	s. 19

An augmentation of six constables has been made to this force during the year, and the organisation embraces a detective department, consisting of two serjeants. The pay of the serjeants and constables is also made progressive according to fixed periods of service.

In regard to crime, fewer indictable offences are reported to have taken place, and fewer persons to have been apprehended and committed for trial for such offences, than in the previous year.

Fewer

Fewer persons are also stated to have been proceeded against for offences which are dealt with summarily.

The public-houses and beerhouses number respectively 327 and 82, and during the year no offences are recorded against the landlords of either description of houses.

The number of vagrants passed by the police to the unions for shelter are stated to have amounted to 2,855 persons; in the previous year the number so aided amounted to 1,434 persons.

The duties are generally well provided for, and I consider the force to be in an efficient state.

County of Pembroke.

Force - - - - - 50 persons.

Area in acres - - - - 340,274 | Acres to each constable - - - 6,805
Population in 1861 - - - 86,277 | Population to ditto, as per census 1861, 1,725

RANKS.	Yearly Pay in £. and Shillings.										Weekly Pay in Shillings and Pence.									
		Superintendents.					Inspectors.				Serjeants.				Constables.					
	Chief Constable.	Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	1	–	1	–	–	–	–	–	–	–	7	–	–	4	–	1	6	14	15
Rates of Pay of each, ditto	£. 275	£. 120	–	£. 120	–	–	–	–	–	–	–	s. d. 25 1	–	–	s. 21	–	s. 21	s. 20	s. 18	s. d. 17 6

Chief Constable.—Horse and travelling allowance, 25 *l.*
Superintendents.—Provide their own horses, and allowed 25 *l.* each for keep, &c., &c.

No alteration has taken place during the year, either in the number or rates of pay of the police in this county, and no system exists for increasing the pay of any of the ranks or classes for length of service.

In respect to crime, fewer indictable offences are reported to have taken place than in the previous year, and fewer persons have been apprehended for such offences, but more persons committed for trial.

For offences which are determined summarily, fewer persons are also stated to have been proceeded against and convicted than in the year 1867.

The public-houses and beerhouses within the jurisdiction of the police number respectively 491 and 25, and during the year the landlords of 13 of the former were summoned and convicted for offences against the tenor of their licenses.

For the relief of vagrants, the police act in three unions, and 1,932 of such class of persons were provided with relief and lodgings during the year and sent to the unions; in the previous year the numbers so assisted numbered 1,040 persons, or 892 less persons than during the year just ended.

When inspecting this force, one of the magistrates accompanied me to Maenclohog for the purpose of examining the police station, and forming his own opinion as to what alterations were required to improve that building, which is very deficient of proper accommodation for the resident constable. The subject was to be brought before the Michaelmas Court of Quarter Sessions, but I have not heard whether any instructions have been issued by the court for improving the building.

I have referred on former occasions to the small allowance which is given to each superintendent to provide and keep a horse, viz., 25 *l.* per annum, and I again name this subject, as I am of opinion that it is quite insufficient for the purpose.

The duties are well arranged, and the police well clothed, and I am of opinion that the force is an efficient state.

No. 3. South of England and South Wales District.

Borough of Haverfordwest.

Force - - - - - - 4 persons.

Borough of Haverfordwest.

Area in acres - - - -	1,760	Acres to each constable - - -	440
Population in 1861 - - -	7,019	Population to ditto, as per census 1861,	1,754

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
		Superintendents.					Inspectors.				Serjeants.				Constables.					
	Head Constable or Chief Superintendent.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3		
Rates of Pay of each, ditto -	£. 120	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 17		

No alteration has taken place during the year in the police arrangements of this borough.

In regard to crime, four indictable offences are reported to have been committed as against five in the previous year, and for such offences six persons were apprehended, and four bailed and committed for trial.

For offences which are dealt with summarily, 226 persons were proceeded against, as against 177 in the previous year, and for this class of offences 195 were convicted and punished, as against 149 in the year 1867.

There are 76 public-houses in the borough and no beerhouses, and during the year the landlords of three of the former were convicted of offences against the tenor of their licenses.

The number of vagrants provided with lodgings by the police during the year are stated to have amounted to 1,018 persons; in the previous year the number so aided amounted to 586 persons.

The area of this borough is extensive, and the police are too limited in number to afford proper protection; I am therefore under the necessity of reporting the force to be inefficient.

Borough of Tenby.

Force - - - - - - 3 persons.

Borough of Tenby.

Area in acres - - - -	350	Acres to each constable - - -	116
Population in 1861 - - -	2,982	Population to ditto, as per census 1861,	994

RANKS.	Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.									
		Superintendents.					Inspectors.				Serjeants.				Constables.					
	Head Constable or Chief Superintendent.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2			
Rates of Pay of each, ditto -	£. s. 57 4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	s. 18			

One constable has been added to this force during the year.

No indictable offences are reported to have taken place, but for offences which are determined summarily, 102 persons are stated to have been proceeded against, and 84 convicted and punished.

There are 30 public-houses in the borough, but no offences are recorded against the landlords of any of them.

The

The police report having provided 200 vagrants during the year with shelter.

The police arrangements of this small borough are much improved by the addition of a second constable for night duty.

County of Radnor.

Force - - - - - - 16 persons.

Area in acres - - - -	273,111	Acres to each constable - -	18,207
Population in 1861 - - -	25,382	Population to ditto, as per census 1861,	1,586

RANKS.	Yearly Pay in £. and Shillings.											Weekly Pay in Shillings and Pence.									
		Superintendents.						Inspectors.				Serjeants.				Constables.					
	Chief Constable.	Deputy Chief Constable.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.
Number of each Rank and Class	1	–	–	1	–	–	–	–	–	–	–	–	3	–	–	–	–	3	8		
Rates of Pay of each, ditto	£. 250	–	–	£. s. d. 100 7 6	–	–	–	–	–	–	–	–	s. d. 25 1	–	–	–	–	s. d. 22 2	s. 21		

Chief Constable.—No allowance for horse or travelling.
Superintendent.—Provides his own horse, and allowed 40 *l.* for keep, &c.

The police force in this county is the same in number as formerly, but the organization has undergone considerable alteration.

Formerly the chief constable of Herefordshire also acted as chief constable of Radnorshire, and he had under him two superintendents, who each took charge of about one-half of the county.

The magistrates have now appointed a chief constable solely for Radnorshire and discharged one of the superintendents; but they have provided no horse or travelling allowance for the chief constable, consequently one superintendent has now to perform all the duty which was formerly performed by two, and over an area of 273,111 acres. Whether this arrangement will work efficiently is, I think, doubtful, but as it has only been in operation for a short time, it is desirable that further time should be allowed for the development of the plan.

In respect to crime, rather fewer indictable offences are reported to have been committed than in the previous year, and rather fewer persons have also been committed for trial for such offences. For offences, however, which are determined summarily, more persons have both been proceeded against and convicted.

The number of public-houses and beerhouses amount respectively to 110 and 35, and during the year the landlords of two of the former and three of the latter were convicted for offences against the tenor of their licenses.

The police act in four unions for the relief of vagrants, and during the year 1,649 of such persons were provided with tickets for the unions; in the previous year the number of persons so assisted amounted to 1,276, or to 373 persons less than during the past year.

The station-houses at Knighton and Rhuyader, which were last year in course of erection, are now completed and in occupation. The station at Presteign is badly constructed, and requires alteration and improvement, both for the better accommodation of the police, as well as prisoners.

As respects the present organization of the force, in so far as it imposes on one superintendent the whole of the visiting duties, I think more time is required to ascertain whether it will work satisfactory; and as the force has been kept up to the numbers which were deemed sufficient prior to the new arrangement, I am of opinion that the county should be allowed the Parliamentary grant in aid of the expenditure for the past year.

RETURN showing the NUMBER and PAY of each POLICE FORCE,

Consecutive Number.	COUNTIES AND BOROUGHS.	Police Establishment.		Rank and Number.						Area in Square Acres.	Population Census, 1861.	Proportion of Area and Population to each Constable.		PAY AND ALLOWANCES. Yearly Pay in £. and Shillings.					
				Chief Officers.		Superintendents.	Inspectors.	Serjeants.	Constables.			Acres.	Population.	Chief Officers.		Superintendents.			
		29th September 1867.	29th September 1868.	Counties.	Boroughs.									Pay.	Allowances.	Deputy Chief Constable.	Merit Class.	1st Class.	
														£. s. d.		£. s. d.	£. s. d.	£. s. d.	
	ENGLAND:																		
1	BERKSHIRE*	114	114	1	–	8	2	12	91	442,022	125,955	3,877	1,104	400 – –	150 *l.* horse and travelling.	Called 1st Class. 139 4 7	132 6 3	Called 2nd Class. 128 11 8	
2	Abingdon	6	6	–	1	–	–	1	4	340	5,680	57	946	91 – –	– – –	– –	– –	– –	
3	Maidenhead	4	4	–	1	–	–	–	3	2,560	3,895	640	973	78 – –	– – –	– –	– –	– –	
4	Newbury	8	8	–	1	–	–	1	6	1,722	6,161	215	770	81 18 –	– – –	– –	– –	– –	
5	Reading	34	34	–	1	–	3	5	25	1,922	25,045	56	736	145 – –	– – –	– –	– –	– –	
6	Windsor	13	15	–	1	–	–	2	12	2,890	9,520	192	634	104 – –	– – –	– –	– –	– –	
7	CORNWALL	193	193	1	–	7	10	18	157	868,502	320,218	4,500	1,059	350 – –	150 *l.* horse and travelling.	140 7 6	– –	110 7 6	
8	Falmouth	4	4	–	1	–	–	–	3	40	5,709	10	1,427	80 – –	– – –	– –	– –	– –	
9	Helston	1	1	–	–	–	–	–	1	292	3,843	292	3,843	– – –	– – –	– –	– –	– –	
10	Launceston	1	1	–	–	–	–	–	1	2,880	2,790	2,880	2,790	– – –	– – –	– –	– –	– –	
11	Liskeard	2	2	–	–	–	–	–	2	810	4,689	405	2,344	– – –	– – –	– –	– –	– –	
12	Penryn	2	2	–	–	–	–	–	2	298	3,547	149	1,773	– – –	– – –	– –	– –	– –	
13	Penzance	7	7	–	1	–	–	1	5	440	9,414	62	1,347	105 – –	– – –	– –	– –	– –	
14	St. Ives	1	1	–	–	–	–	–	1	1,876	7,027	1,876	7,027	– – –	– – –	– –	– –	– –	
15	Truro	6	6	–	1	–	–	1	4	1,103	11,337	183	1,889	78 – –	– – –	– –	– –	– –	
16	DEVONSHIRE	334	334	1	–	14	–	24	295	1,616,717	399,535	4,840	1,196	400 – –	200 *l.* horse, travelling, and stationery.	156 5 4	– –	109 10 –	
17	Barnstaple	10	10	–	1	–	–	1	8	2,549	10,743	254	1,074	120 – –	– – –	– –	– –	– –	
18	Bideford	2	2	–	1	–	–	–	1	4,510	5,742	2,255	2,871	72 16 –	– – –	– –	– –	– –	
19	Devonport	46	46	–	1	–	3	4	38	1,705	50,440	37	1,096	130 – –	10 *l.* for clothing	– –	– –	– –	
20	Exeter	44	44	–	1	–	5	4	34	1,800	33,738	40	766	175 – –	– – –	– –	– –	– –	
21	Plymouth	79	79	–	1	1	5	6	66	600	62,599	7	792	120 – –	20 *l.* for clothing	– –	– –	Detective. 120 – –	
22	Southmolton	2	2	–	1	–	–	–	1	6,264	3,830	3,132	1,915	78 – –	4 *l.* for clothing	– –	– –	– –	
23	Tiverton	7	7	–	1	–	–	1	5	17,650	10,447	2,521	1,492	78 – –	10 *l.* 5 *s.* for clothing	– –	– –	– –	
24	Torrington	2	2	–	–	–	–	–	2	3,456	3,298	1,728	1,649	– – –	– – –	– –	– –	– –	
25	Totnes	3	3	–	1	–	–	–	2	1,254	4,001	418	1,333	60 – –	– – –	– –	– –	– –	
26	DORSETSHIRE	133	133	1	–	10	–	13	109	624,758	159,303	4,697	1,197	300 – –	150 *l.* horse and travelling.	158 3 4	– –	136 17 6	
27	Blandford	2	2	–	–	–	–	–	2	27	1,521	13	760	– – –	– – –	– –	– –	– –	
28	Dorchester	7	7	–	1	–	–	1	5	571	6,823	81	974	60 – –	– – –	– –	– –	– –	
29	Poole	14	14	–	1	–	–	2	11	4,749	9,759	339	697	130 – –	– – –	– –	– –	– –	
30	Weymouth	12	12	–	1	–	–	2	9	1,600	11,383	133	948	120 – –	8 *l.* for clothing	– –	– –	– –	
31	GLOUCESTERSHIRE	288	288	1	–	10	3	12	232	787,414	351,602	2,734	1,220	450 – –	100 *l.* horse and travelling.	165 15 5	– –	132 6 3	
32	Bristol	303	303	–	1	–	5	38	259	4,683	154,093	15	508	380 – –	50 *l.* horse, 20 *l.* clothing.	– –	– –	– –	
33	HAMPSHIRE	261	261	1	–	14	1	25	220	1,054,157	313,803	4,038	1,202	400 – –	150 *l.* horse and travelling.	– –	– –	129 5 5	
34	Basingstoke	5	5	–	1	–	–	–	4	4,036	4,654	807	930	83 4 –	– – –	– –	– –	– –	
35	Newport, Isle of Wight	5	5	–	1	–	–	–	4	156	7,934	31	1,586	90 – –	– – –	– –	– –	– –	

* The arrangement of having some of the Classes subdivided and apportioned different degrees of pay is peculiar to Berkshire.

with the AREA and POPULATION under Charge.

PAY AND ALLOWANCES.

Yearly Pay in £. and Shillings.

Superintendents. 2nd Class.	Superintendents. 3rd Class.	Superintendents. 4th Class.	Allowances.	Inspectors. Merit Class.	Inspectors. 1st Class.	Inspectors. 2nd Class.	Inspectors. 3rd Class.	Inspectors. 4th Class.	Consecutive Number.
£. s. d.	£. s. d.	£. s. d.		s. d.	£. s. d.	£. s. d.	£. s. d.	s. d.	
Called 3rd Class.									
117 18 9	111 – 5	104 18 9	No Deputy appointed. Horses, carts, harness, stabling, and forage, &c., provided.	–	90 3 4	–	–	–	1
–	–	–	- - - -	–	–	–	–	–	2
–	–	–	- - - -	–	–	–	–	–	3
–	–	–	- - - -	–	–	–	–	–	4
–	–	–	- - - -	–	72 16 –	70 4 –	67 12 –	–	5
–	–	–	- - - -	–	–	–	–	–	6
100 7 6	–	–	Horses, carts, harness, stabling, and forage, &c., provided.	–	76 – 10	–	–	–	7
–	–	–	- - - -	–	–	–	–	–	8
–	–	–	- - - -	–	–	–	–	–	9
–	–	–	- - - -	–	–	–	–	–	10
–	–	–	- - - -	–	–	–	–	–	11
–	–	–	- - - -	–	–	–	–	–	12
–	–	–	- - - -	–	–	–	–	–	13
–	–	–	- - - -	–	–	–	–	–	14
–	–	–	- - - -	–	–	–	–	–	15
100 7 6	–	–	Provide their own horses, and allowed 45 *l.* each for keep, &c., &c., and 8 *l.* for personal clothing.	–	–	–	–	–	16
–	–	–	- - - -	–	–	–	–	–	17
–	–	–	- - - -	–	–	–	–	–	18
–	–	–	- - - -	–	70 4 –	–	–	–	19
–	–	–	- - - -	–	62 8 –	–	–	–	20
–	–	–	10 *l.* in lieu of clothing - -	–	78 – –	72 16 –	–	–	20
–	–	–	- - - -	–	–	–	–	–	21
–	–	–	- - - -	–	–	–	–	–	22
–	–	–	- - - -	–	–	–	–	–	23
–	–	–	- - - -	–	–	–	–	–	24
–	–	–	- - - -	–	–	–	–	–	25
126 4 7	115 11 8	–	Horses, carts, harness, stabling, and forage, &c., &c., provided.	–	–	–	–	–	26
–	–	–	- - - -	–	–	–	–	–	27
–	–	–	- - - -	–	–	–	–	–	28
–	–	–	- - - -	–	–	–	–	–	29
–	–	–	- - - -	–	–	–	–	–	30
112 10 10	–	–	Provide their own horses, and allowed 40 *l.* each for keep, &c., &c.	–	76 10 –	–	–	–	31
–	–	–	- - - -	–	117 – –	–	–	–	32
121 13 4	111 – 5	–	No Deputy appointed. Horses, carts, harness, stabling, and forage, &c., &c., provided.	–	82 2 6	–	–	–	33
–	–	–	- - - -	–	–	–	–	–	34
–	–	–	- - - -	–	–	–	–	–	35

Weekly Pay in Shillings and Pence.

Serjeants. Merit Class.	Serjeants. 1st Class.	Serjeants. 2nd Class.	Serjeants. 3rd Class.	Constables. Acting Serjeants.	Constables. Merit Class.	Constables. 1st Class.	Constables. 2nd Class.	Constables. 3rd Class.	Constables. 4th Class.	Constables. 5th Class.	Constables. 6th Class.	Consecutive Number.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Serjeant Major.	Called 1st Class.			Called Merit Class.			Called 1st Class.			Called 2nd Class.	Called 3rd Class.	
29 5	27 1	26 1	–	24 6	23 11	23 4	23 4	22 9	22 2	19 10	18 1	1
–	–	21 –	–	–	–	–	–	18 –	–	–	–	2
–	–	–	–	–	–	21 –	–	–	–	–	–	3
–	23 –	–	–	–	–	19 –	–	7 –	–	–	–	4
–	24 –	–	–	–	22 –	21 –	20 –	18 6	–	–	–	5
–	22 6	21 –	–	–	–	20 –	19 –	–	–	–	–	6
–	26 2	25 1	–	–	–	20 –	18 –	–	–	–	–	7
–	–	–	–	–	–	21 –	–	–	–	–	–	8
–	–	–	–	–	–	20 –	–	–	–	–	–	9
–	–	–	–	–	–	21 –	–	–	–	–	–	10
–	–	–	–	–	–	20 –	–	–	–	–	–	11
–	–	–	–	–	–	21 –	–	–	–	–	–	12
–	22 –	–	–	–	–	18 7	–	–	–	–	–	13
–	–	–	–	–	–	19 6	–	–	–	–	–	14
–	21 –	–	–	–	–	18 6	17 6	–	–	–	–	15
–	25 1	–	–	22 2	–	21 –	18 8	16 –	–	–	–	16
–	24 –	–	–	–	–	18 –	17 –	–	–	–	–	17
–	–	–	–	–	–	18 –	–	–	–	–	–	18
–	24 –	–	–	–	–	20 –	19 –	–	–	–	–	19
–	21 –	–	–	–	–	20 –	19 –	18 –	–	–	–	20
–	24 –	–	–	–	Detectives. 22 –	20 6	19 –	16 –	–	–	–	21
–	–	–	–	–	–	–	16 6	–	–	–	–	22
–	21 –	–	–	–	–	19 –	–	14 8	–	–	–	23
–	–	–	–	–	–	20 –	15 –	–	–	–	–	24
–	–	–	–	–	–	–	18 –	–	–	–	–	25
–	26 10	25 1	–	–	–	21 –	19 3	18 1	–	–	–	26
–	–	–	–	–	–	17 –	16 –	–	–	–	–	27
–	21 –	–	–	–	–	18 –	–	–	–	–	–	28
–	25 –	–	–	22 –	–	21 –	19 –	–	–	–	–	29
–	26 –	24 –	–	–	–	22 –	20 –	–	–	–	–	30
–	25 1¾	–	–	–	–	22 2½	21 –½	17 6½	–	–	–	31
–	30 –	26 –	25 –	–	Assistant Clerk. 24 –	21 –	18 –	16 –	–	–	–	32
–	26 10	–	–	–	–	23 4	22 2	19 10	17 6	–	–	33
–	–	–	–	–	–	21 –	20 –	–	–	–	–	34
–	–	–	–	–	–	20 –	–	–	–	–	–	35

RETURN showing the Number and Pay of each Police Force,

Consecutive Number.	COUNTIES AND BOROUGHS.	Police Establishment. 29th September 1867.	Police Establishment. 29th September 1868.	Rank and Number. Chief Officers. Counties.	Chief Officers. Boroughs.	Superintendents.	Inspectors.	Serjeants.	Constables.	Area in Square Acres.	Population Census, 1861.	Proportion of Area and Population to each Constable. Acres.	Population.	PAY AND ALLOWANCES. Yearly Pay in £. and Shillings. Chief Officers. Pay. £. s. d.	Allowances.	Superintendents. Deputy Chief Constable. £. s. d.	Merit Class. £. s. d.	1st Class. £. s. d.
	ENGLAND—*continued.*																	
	HAMPSHIRE—*continued.*																	
36	Portsmouth	95	95	–	1	–	6	13	75	4,515	94,799	47	787	240 – –	- - -	- -	- -	- -
37	Southampton	63	65	–	1	–	2	9	53	2,630	46,960	40	722	150 – –	- - -	- -	- -	- -
38	Winchester	15	16	–	1	–	–	2	13	1,043	14,776	65	923	104 – –	10 *l.* for clothing -	- -	- -	- -
39	HEREFORDSHIRE	62	62	1	–	9	–	12	40	510,686	102,359	8,236	1,650	310 – –	100 *l.* horse and travelling.	- -	- -	118 12 6
40	Hereford	30	30	–	1	–	1	3	25	4,670	15,585	155	519	130 – –	- - -	- -	- -	- -
41	Leominster	8	8	–	1	–	–	1	6	7,284	5,658	910	707	104 – –	8 *l.* 10 *s.* 6 *d.* for clothing.	- -	- -	- -
42	KENT	262	300	1	–	13	2	24	260	945,566	362,771	3,151	1,209	500 – –	200 *l.* horse and travelling.	- -	149 – 10	139 18 4
43	Canterbury	21	21	–	1	–	2	2	16	3,568	21,324	169	1,015	104 – –	- - -	- -	- -	- -
44	Deal	8	8	–	1	–	–	1	6	1,159	7,531	144	941	65 – –	- - -	- -	- -	- -
45	Dover	28	28	–	1	–	–	4	23	3,500	25,325	125	904	140 – –	- - -	- -	- -	- -
46	Faversham	7	7	–	1	–	–	1	5	2,036	5,858	290	836	100 – –	- - -	- -	- -	- -
47	Folkestone	11	11	–	1	–	–	1	9	2,697	8,507	245	773	120 – –	- - -	- -	- -	- -
48	Gravesend	25	25	–	1	–	1	4	19	1,271	18,782	50	751	120 9 4	- - -	- -	- -	- -
49	Hythe	2	2	–	1	–	–	–	1	882	3,001	441	1,500	60 – –	- - -	- -	- -	- -
50	Maidstone	23	23	–	1	–	2	2	18	4,232	23,016	184	1,000	153 14 4	- - -	- -	- -	- -
51	Margate	10	12	–	1	–	–	2	9	240	8,874	20	739	109 10 –	- - -	- -	- -	- -
52	Ramsgate	13	13	–	1	–	–	2	10	260	11,865	20	912	120 – –	- - -	- -	- -	- -
53	Rochester	32	32	–	1	–	–	6	25	2,715	16,862	84	527	114 8 –	10 *l.* for clothing -	- -	- -	- -
54	Sandwich	1	1	–	1	–	–	–	–	703	2,944	703	2,944	63 5 4	- - -	- -	- -	- -
55	Tenterden	4	4	–	1	–	–	–	3	8,394	3,762	2,098	940	30 – –	- - -	- -	- -	- -
56	Tunbridge Wells	21	21	–	1	–	1	3	16	3,350	13,807	159	657	125 9 –	- - -	- -	- -	- -
57	MONMOUTHSHIRE	98	98	1	–	4	3	16	74	364,087	145,711	3,715	1,468	400 – –	100 *l.* horse and travelling.	152 1 8	- -	135 7 1
58	Monmouth	6	6	–	1	–	–	1	4	5,407	5,783	901	963	100 7 6	- - -	- -	- -	- -
59	Newport	28	29	–	1	–	1	6	21	996	23,249	34	801	130 – –	13 *l.* for clothing -	- -	- -	- -
60	SOMERSETSHIRE	286	286	1	–	16	–	24	245	1,051,498	358,824	3,676	1,254	500 – –	200 *l.* horse and travelling.	200 – –	- -	152 – –
61	Bath	89	89	–	1	–	7	13	68	3,745	52,528	42	590	250 – –	- - -	- -	- -	- -
62	Bridgewater	7	7	–	1	–	–	1	5	976	11,320	139	1,617	137 10 –	- - -	- -	- -	- -
63	Chard	2	2		–	–	–	–	2	50	2,276	25	1,138	- -	- - -	- -	- -	- -
64	SURREY	123	123	1	–	5	7	12	98	371,032	115,315	3,016	937	500 – –	100 *l.* horse and travelling.	200 15 –	- -	146 – –
65	Godalming	2	2	–	1	–	–	–	1	480	2,321	240	1,160	54 12 –	- - -	- -	- -	- -
66	Guildford	12	12	–	1	–	–	1	10	531	8,020	35	534	105 – –	10 *l.* for clothing -	- -	- -	- -
67	Reigate	14	14	–	1	–	–	2	11	5,909	9,974	422	712	120 – –	- - -	- -	- -	- -

with the Area and Population under Charge—*continued.*

PAY AND ALLOWANCES.

Yearly Pay in £. and Shillings.

Superintendents. 2nd Class.	Superintendents. 3rd Class.	Superintendents. 4th Class.	Allowances.	Inspectors. Merit Class.	Inspectors. 1st Class.	Inspectors. 2nd Class.	Inspectors. 3rd Class.	Inspectors. 4th Class.
£. s. d.	£. s. d.	£. s. d.			£. s. d.	£. s. d.	£. s. d.	£.
- -	- -	- -	- - - -	-	85 - -	-	-	-
- -	- -	- -	- - - -	-	93 12 -	78 - -	-	-
- -	- -	- -	- - - -	-	-	-	-	-
109 10 -	100 7 6	- -	No Deputy appointed. Provide their own horses, and allowed for keep, &c., one, 48 *l.*; one, 44 *l.*; and seven, 40 *l.* Carts and harness provided by county.	-	-	-	-	-
- -	- -	- -	- - - -	-	-	65 - -	-	-
- -	- -	- -	- - - -	-	-	-	-	-
130 15 10	118 12 6	- -	Horses, carts, harness, stabling, and forage, &c., &c., provided.	-	109 10 -	100 7 6	-	-
- -	- -	- -	- - - -	-	72 16 -	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	81 9 4	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	79 19 -	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	83 4 -	-	-	-
120 5 5	124 14 2	- -	Provide their own horses, and allowed 60 *l.* each for keep, &c., &c., and one extra pay as deputy.	-	Acting clerk 95 16 3 including 8*l.* for clothing.	83 12 11	79 1 8	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	90 - -	-	-	-
122 - -	110 - -	- -	Provide their own horses, and allowed,— deputy chief constable 70 *l.*, and the others 46 *l.* each for keep, &c., &c.	-	-	-	-	-
- -	- -	- -	- - - -	-	100 2 -	92 6 -	85 16 -	65
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
127 15 -	- -	- -	Horses, carts, harness, stabling, provided and allowed, 54*l.* 15*s.* each for keep, &c., and 12 *l.* each in lieu of clothing.	-	91 5 -	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-
- -	- -	- -	- - - -	-	-	-	-	-

Weekly Pay in Shillings and Pence.

Serjeants. Merit Class.	Serjeants. 1st Class.	Serjeants. 2nd Class.	Serjeants. 3rd Class.	Constables. Acting Serjeants.	Constables. Merit Class.	Constables. 1st Class.	Constables. 2nd Class.	Constables. 3rd Class.	Constables. 4th Class.	Constables. 5th Class.	Constables. 6th Class.	Consecutive Number.
s. *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	
- -	29 6	26	-	-	-	23 6	21 -	19 -	-	-	-	36
- -	26 -	-	-	-	-	23 -	21 -	19 -	-	-	-	37
- -	22 -	-	-	-	-	20 -	-	17 -	-	-	-	38
- -	28 -	25 1	-	-	-	21 -	19 10	18 1	-	-	-	39
	23 -	-	-	-	-	21 -	20 -	19 -	18 -	-	-	40
- -	22 -	-	-	-	-	18 -	17 -	16 -	-	-	-	41
30 4	28 -	24 6	-	-	24 6	22 9	22 2	21 -	18 8	-	-	42
- -	26 -	-	-	-	-	22 6	21 -	19 6	-	-	-	43
- -	20 -	-	-	-	-	17 6	-	-	-	-	-	44
- -	26 6	-	-	-	-	22 6	21 6	20 6	-	-	-	45
- -	24 6	-	-	-	-	21 6	20 6	-	-	-	-	46
- -	26 -	-	-	-	-	21 6	20 6	-	-	-	-	47
- -	29 4	27 4	-	-	-	25 2	23 2	21 2	20 2	-	-	48
- -	-	-	-	-	-	20 -	-	-	-	-	-	49
- -	27 8	25 8	-	-	-	22 7	21 7	20 6	19 6	-	-	50
- -	28 -	26 -	-	-	-	23 -	22 -	21 -	-	-	-	51
- -	27 -	25 -	-	-	-	23 -	22 -	21 -	-	-	-	52
- -	27 -	24 -	-	-	-	21 -	20 -	19 -	-	-	-	53
- -	-	-	-	-	-	-	-	-	-	-	-	54
- -	-	-	-	-	-	-	-	18 -	-	-	-	55
- -	28 -	27 -	25 -	-	23 6	22 6	22 -	21 6	20 -	19 6	-	56
- -	26 3	25 1	-	22 2	-	22 2	21 -	18 8	17 6	-	-	57
- -	25 1	-	-	-	-	19 11¾	-	-	-	-	-	58
- -	28 -	26 -	-	-	-	23 -	22 -	21 -	20 -	-	-	59
27 2	25 2	-	-	22 & 21	22 -	21 -	20 -	19 -	-	-	-	60
Detectives. 30 -	24 -	-	-	21 -	Detective. 24 -	21 -	20 -	19 -	18 -	-	-	61
- -	25 6	-	-	-	-	22 -	-	-	-	-	-	62
- -	-	-	-	-	-	-	14 -	-	-	-	-	63
- -	28 -	25 1	-	-	-	23 4	21 -	19 3	-	-	-	64
- -	-	-	-	-	-	-	17 -	-	-	-	-	65
- -	27 -	-	-	24 -	-	24 -	22 -	20 -	-	-		66
- -	24 -	-	-	-	-	23 -	21 -	20 -	-	-	-	67

RETURN showing the Number and Pay of Each Police Force,

Consecutive Number.	COUNTIES AND BOROUGHS.	Police Establishment.		Rank and Number.					Area in Square Acres.	Population, Census, 1861.	Proportion of Area and Population to each Constable.		PAY AND ALLOWANCES - - - Yearly Pay in £. and Shillings - - -								
				Chief Officers.		Superintendents.	Inspectors.	Serjeants.	Constables.				Chief Officers.		Superintendents.						
		29th September 1867.	29th September 1868.	Counties.	Boroughs.						Acres.	Population.	Pay.	Allowances.	Deputy Chief Constable.		Merit Class.		1st Class.		
													£. s. d.		£. s. d.		£. s. d.		£. s. d.		
	ENGLAND—*continued.*																				
68	SUSSEX, EAST - - -	117	125	1	–	8	–	15	101	503,813	135,620	4,030	1,084	350 – –	100 *l.* horse and travelling.	159 18 –		–		127 8 –	
69	Brighton - - -	100	100	–	1	2	7	4	86	2,320	77,693	23	776	275 – –	- - -	-		-		155 – –	
70	Hastings - - -	27	27	–	1	–	–	6	20	1,750	22,837	64	845	175 – –	12 *l.* for clothing -	-		-		-	
71	Hove - - -	23	23	–	1	–	–	3	19	712	9,624	31	418	150 16 –	10 *l.* 10*s.* for clothing	-		-		-	
72	Rye - - -	2	2	–	1	–	–	–	1	1,120	3,738	560	1,869	56 16 –	- - -	-		-		-	
73	SUSSEX, WEST - - -	90	91	1	–	6	2	4	78	412,379	98,799	4,531	1,085	300 – –	100 *l.* horse and travelling.	-		-		135 7 1	
74	Arundel - - -	3	3	–	1	–	–	–	2	1,968	2,498	656	832	54 12 –	- - -	-		-		-	
75	Chichester - -	8	8	–	1	–	–	1	6	1,680	8,059	210	1,007	80 – –	12 *l.* 2 *s.* for clothing	-		-		-	
76	WILTSHIRE - - -	201	201	1	–	10	13	26	151	799,033	237,033	3,975	1,179	500 – –	50 *l.* horse and travelling.	-		-		150 – –	
77	Salisbury - - -	12	12	–	1	–	–	2	9	660	12,278	55	1,023	100 – –	10 *l.* for clothing -	-		-		-	
	WALES;																				
78	BRECONSHIRE - - -	36	36	1	–	2	–	7	26	456,125	56,392	12,670	1,566	250 – –	50 *l.* horse and travelling.	-		-		102 – –	
79	Brecon - - -	4	4	–	1	–	–	–	3	6,426	5,235	1,606	1,308	54 12 –	- - -	-		-		-	
80	CARDIGANSHIRE - -	35	35	1	–	2	–	6	26	443,387	72,245	12,668	2,064	250 – –	50 *l.* horse and travelling.	-		-		150 – –	
81	CARMARTHENSHIRE - -	50	50	1	–	3	–	10	36	620,214	101,803	12,404	2,036	350 – –	Expenses out of pocket.	-		-		160 – –	
82	Carmarthen - -	12	12	–	1	–	–	2	9	5,009	9,993	417	832	120 – –	- - -	-		-		-	
83	GLAMORGANSHIRE - -	134	154	1	–	4	5	21	123	523,712	236,382	3,400	1,534	350 – –	150 *l.* horse and travelling.	164 5 –		-		164 5 –	
84	Cardiff - - -	45	50	–	1	–	4	5	40	2,321	32,954	46	659	200 – –	10 *l.* for clothing -	-		-		-	
85	Neath - - -	8	8	–	1	–	–	1	6	1,121	6,810	140	851	90 2 8	10 *l.* for clothing -	-		-		-	
86	Swansea - - -	51	57	–	1	–	4	8	44	5,400	41,606	94	729	200 – –	10 *l.* for clothing -	-		-		-	
87	PEMBROKESHIRE - -	50	50	1	–	2	–	7	40	340,274	86,277	6,805	1,725	275 – –	25 *l.* horse and travelling.	-		-		120 – –	
88	Haverfordwest - -	4	4	–	1	–	–	–	3	1,760	7,019	440	1,754	120 – –	10 *l.* for clothing -	-		-		-	
89	Tenby - - -	2	3	–	1	–	–	–	2	350	2,982	116	994	57 4 –	- - -	-		-		-	
90	RADNORSHIRE - -	16	16	1	–	1	–	3	11	273,111	25,382	18,207	1,586	250 – –	No travelling allowance, and expenses not provided for.	-		-		100 7 6	
	TOTALS - - -	4,393	4,480	20	62	151	107	503	3,637												

with the Area and Population under Charge—*continued.*

PAY AND ALLOWANCES.

Yearly Pay in £. and Shillings.									Weekly Pay in Shillings and Pence.											Consecutive Number.
Superintendents.				Inspectors.					Serjeants.				Constables.							
2nd Class.	3rd Class.	4th Class.	Allowances.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	Acting Serjeants.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	6th Class.	
£. s. d.	£. s. d.	£. s. d. Clerk			£. s. d.	£. s. d.	£. s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
118 6 –	100 2 –	100 – –	Carts, harness, stabling, provided, and allowed 50 *l.* each to provide and keep a horse.	–	–	–	–	–	– –	28 –	26 6	25 6	–	–	22 –	21 –	20 –	19 –	–	–	68
–	–	–	– – – –	–	130 – –	85 16 –	–	–	– –	28 –	–	–	Clerk. 40 –	Detectives. 33 –	26 –	24 –	22 –	20 –	–	–	69
–	–	–	– – –	–	–	–	–	–	– –	28 6	25 6	–	–	24 6	23 6	22 6	21 6	20 6	–	–	70
–	–	–	– – – –	–	–	–	–	–	– –	31 –	–	–	–	–	26 –	–	22 –	–	–	–	71
			– – – –	–	–	–	–	–	– –	–	–	–	–	–	20 –	–	–	–	–	–	72
118 12 6	–	–	Horses, carts, harness, stabling and forage, &c., &c., provided.	–	88 4 2	76 –10	–	–	– –	27 5	–	–	–	–	23 4	21 –	19 10	18 8	–	–	73
–	–	–	– – – –	–	–	–	–	–	– –	–	–	–	–	–	19 –	–	–	–	–	–	74
	–		– – – –	–	–	–	–	–	– –	22 –	–	–	–	–	20 –	19 –	18 –	–	–	–	75
130 – –	120 – –	110 – –	Horses, carts, harness, stabling provided and allowed for keep, &c., &c., 2 *s.* 1 *d.* per diem.	–	77 12 –	–	–	–	– –	26 11	25 2	–	–	–	21 –	19 –	18 –	17 6	–	–	76
–	–	–	– – – –	–	–	–	–	–	– –	25 –	–	–	–	–	21 –	–	–	–	–	–	77
–	–	–	Provide their own horses, and allowed 38 *l.* each for keep, &c., &c.	–	–	–	–	–	– –	25 1	–	–	–	–	21 –	19 –	17 6	–	–	–	78
–	–	–	– – – –	–	–	–	–	–	– –	–	–	–	–	–	–	18 –	–	–	–	–	79
–	–	–	Provide their own horses, and allowed 50 *l.* each for keep, &c., &c., and 10 *l.* in lieu of clothing.	–	–	–	–	–	– –	25 1	–	–	–	–	21 –	19 3	17 6	–	–	–	80
–	–	–	Provide their own horses, and allowed 50 *l.* each for keep, &c., &c.	–	–	–	–	–	– –	25 –	–	–	–	–	22 2	20 5	–	–	–	–	81
–	–	–	– – – –	–	–	–	–	–	– –	24 –	–	–	–	–	20 –	–	–	–	–	–	82
–	–	–	Provide their own horses, and allowed 50 *l.* each for keep, &c., &c., and 13 *l.* in lieu of clothing.	–	91 – –	–	–	–	– –	28 –	25 1	–	–	–	23 4	20 –	–	–	–	–	83
			– – – –	–	78 – –	–	–	–	– –	28 –	–	–	–	–	24 –	23 –	22 –	21 –	20 –	15 –	84
–	–		– – – –	–	–	–	–	–	– –	25 –	–	–	–	–	23 –	21 –	–	–	–	–	85
			– – – –	–	88 8 –	78 – –	–	–	– –	27 –	25 –	–	–	23 –	22 –	21 –	20 –	19 –	–	–	86
–	–	–	Provide their own horses, and allowed 25 *l.* each for keep, &c., &c.		–	–	–	–	– –	25 1	–	–	21 –	–	21 –	20 –	18	17 6	–	–	87
–			– – – –	–	–	–	–	–	– –	–	–	–	–	–	–	17 –	–	–	–	–	88
–	–		– – – –	–	–	–	–	–	– –	–	–	–	–	–	18 –	–	–	–	–	–	89
			Provides his own horse and allowed 40 *l.* for keep, &c., &c.	–		–	–	–	– –	25 1	–	–			22 2	21	–	–		–	90

RETURN showing the VARIATIONS which have taken place during the Year, in the different COUNTY and BOROUGH POLICE FORCES.

Consecutive Number.	COUNTIES AND BOROUGHS.	Total Authorised Police Force, 29th September 1867.	Number Over or Under Complement, 29th September 1867.		Cause of Variations during the Year ended 29th September 1868.									Admitted into the Force.		Number Over or Under Complement, 29th Sept. 1868.		Total Authorised Police Force, 29th September 1868.
							Required to Leave or Discharged with Characters Returned.											
			Over Complement.	Under Complement.	Resigned.	Dismissed.	For Misconduct.	For Inefficiency.	For Bad Health or Inability.	Superannuated.	Deceased.	Deserted or Absconded.	Total left the Force.	To Fill up Vacancies.	On Account of Augmentation.	Over Complement.	Under Complement.	
	ENGLAND:																	
1	BERKSHIRE	114	–	–	6	–	2	–	1	–	–	–	9	8	–	–	1	114
2	Abingdon	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6
3	Maidenhead	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4
4	Newbury	8	–	–	1	1	–	–	–	–	–	–	2	2	–	–	–	8
5	Reading	34	–	–	1	2	1	–	2	–	1	–	7	7	–	–	–	34
6	Windsor	13	–	–	1	4	–	–	–	2	–	–	7	7	2	–	–	15
7	CORNWALL	193	–	1	15	3	–	2	1	–	–	–	22	23	–	–	–	193
8	Falmouth	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4
9	*Helston	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
10	*Launceston	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
11	Liskeard	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
12	Penryn	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
13	Penzance	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7
14	St. Ives	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
15	Truro	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6
16	DEVONSHIRE	334	–	–	18	14	6	5	3	2	2	1	51	55	–	2	–	334
17	Barnstaple	10	–	–	1	–	–	–	–	–	–	–	1	1	–	–	–	10
18	Bideford	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
19	Devonport	46	–	–	6	1	–	–	–	–	–	–	7	7	–	–	–	46
20	Exeter	44	–	–	2	3	2	1	1	–	–	–	9	9	–	–	–	44
21	Plymouth	79	–	3	4	3	2	–	–	2	1	–	12	15	–	–	–	79
22	Southmolton	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
23	Tiverton	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7
24	*Torrington	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
25	Totnes	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3
26	DORSETSHIRE	133	–	–	11	3	2	–	1	1	1	–	19	19	–	–	–	133
27	Blandford	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
28	Dorchester	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7
29	Poole	14	–	–	1	1	–	–	–	–	–	–	2	2	–	–	–	14
30	Weymouth	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	12
31	GLOUCESTERSHIRE	288	–	–	16	16	1	–	3	4	1	–	41	41	–	–	–	288
32	Bristol	303	–	4	16	10	3	1	–	1	3	–	34	38	–	–	1	303
33	HAMPSHIRE	261	–	12	15	15	7	2	5	3	–	1	48	60	–	–	–	261
34	Basingstoke	5	–	–	1	–	1	–	–	–	–	–	2	2	–	–	–	5
35	Newport, Isle of Wight	5	–	–	–	–	–	–	1	–	–	–	1	1	–	–	–	5
36	Portsmouth	95	–	4	17	10	–	–	1	–	1	–	29	31	–	–	2	95
37	Southampton	63	–	–	–	–	4	2	3	4	–	–	13	13	2	–	–	65
38	Winchester	15	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	16
39	HEREFORDSHIRE	62	–	1	5	2	–	3	1	–	1	–	12	13	–	–	–	62
40	Hereford	30	–	–	–	2	3	–	–	–	1	–	6	6	–	–	–	30
41	Leominster	8	–	–	–	1	1	–	–	–	–	–	2	2	–	–	–	8
42	KENT	262	–	–	18	8	–	–	4	2	1	2	35	35	38	–	–	300
43	Canterbury	21	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	21
44	Deal	8	–	–	2	–	–	–	–	–	–	–	2	2	–	–	–	8
45	Dover	28	–	–	1	1	1	1	1	–	–	–	5	5	–	–	–	28
46	Faversham	7	–	–	1	–	–	–	–	–	–	–	1	1	–	–	–	7
47	Folkestone	11	–	–	1	–	–	–	1	–	–	–	2	2	–	–	–	11
48	Gravesend	25	–	–	2	2	2	1	–	–	1	–	8	7	–	–	1	25
49	Hythe	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2

N.B.—Those marked thus * have furnished no returns of changes.

RETURN showing the Variations which have taken place during the Year, in different County and Borough Police Forces—*cont^d.*

Consecutive Number.	COUNTIES AND BOROUGHS.	Total Authorised Police Force, 29th September 1867.	Number Over or Under Complement, 29th September 1867.		Cause of Variations during the Year ended 29th September 1868.									Admitted into the Force.		Number Over or Under Complement, 29th Sept. 1868.		Total Authorised Police Force, 29th September 1868.
							Required to Leave or Discharged with Characters Returned.											
			Over Complement.	Under Complement.	Resigned.	Dismissed.	For Misconduct.	For Inefficiency.	For Bad Health or Inability.	Superannuated.	Deceased.	Deserted or Absconded.	Total left the Force.	To Fill up Vacancies.	On Account of Augmentation.	Over Complement.	Under Complement.	
	ENGLAND—*continued.*																	
	KENT—*continued.*																	
50	Maidstone	23	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	23
51	Margate	10	–	–	2	2	–	–	–	–	–	–	4	4	2	–	–	12
52	Ramsgate	13	–	–	–	1	–	–	–	1	–	–	2	2	–	–	–	13
53	Rochester	32	–	–	2	–	–	–	–	–	–	–	2	–	–	–	2	32
54	Sandwich	1	–	–	–	1	–	–	–	–	–	–	1	1	–	–	–	1
55	Tenterden	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4
56	Tunbridge Wells	21	–	–	–	3	–	–	–	1	–	–	4	3	–	–	1	21
57	MONMOUTHSHIRE	98	–	2	4	8	1	–	3	–	–	–	16	18	–	–	–	98
58	Monmouth	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6
59	Newport	28	–	–	3	1	2	–	–	–	–	–	6	6	1	–	–	29
60	SOMERSETSHIRE	286	–	–	15	10	10	–	6	–	3	–	44	44	–	–	–	286
61	Bath	89	–	–	4	6	1	–	–	1	–	–	12	12	–	–	–	89
62	Bridgewater	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7
63	*Chard	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
64	SURREY	123	–	4	20	5	2	1	–	1	1	–	30	35	–	1†	–	123
65	Godalming	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
66	Guilford	12	–	–	–	1	–	–	–	–	–	–	1	–	–	–	1	12
67	Reigate	14	–	–	4	1	–	–	–	–	–	1	6	6	–	–	–	14
68	SUSSEX, EAST	117	–	–	3	1	4	–	–	3	1	–	12	12	8	–	–	125
69	Brighton	100	–	–	14	8	1	–	–	1	–	–	24	24	–	–	–	100
70	Hastings	27	–	–	1	3	–	–	–	–	–	–	4	4	–	–	–	27
71	Hove	23	–	–	1	–	–	–	–	–	–	–	1	1	–	–	–	23
72	Rye	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
73	SUSSEX, WEST	90	–	–	9	4	4	–	2	–	–	–	19	18	1	–	2	91
74	Arundel	3	–	–	–	–	–	–	1	–	–	–	1	1	–	–	–	3
75	Chichester	8	–	–	2	–	–	–	–	–	1	–	3	3	–	–	–	8
76	WILTSHIRE	201	–	–	16	1	–	–	1‡	5	–	2	25	25	–	–	–	201
77	Salisbury	12	–	–	1	1	–	–	–	–	–	–	2	2	–	–	–	12
	WALES:																	
78	BRECONSHIRE	36	–	1	8	2	–	1	–	–	–	–	11	12	–	–	–	36
79	Brecon	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4
80	CARDIGANSHIRE	35	–	–	–	1	–	–	1	–	–	–	2	2	–	–	–	35
81	CARMARTHENSHIRE	50	–	–	2	5	–	–	–	1	–	–	8	7	–	–	1	50
82	Carmarthen	12	–	–	3	1	–	–	–	–	–	–	4	4	–	–	–	12
83	GLAMORGANSHIRE	134	–	–	16	11	–	1	1	–	2	–	31	31	20	–	–	154
84	Cardiff	45	–	–	–	–	1	–	–	–	–	–	1	1	5	–	–	50
85	Neath	8	–	–	–	6	2	–	–	–	–	–	8	8	–	–	–	8
86	Swansea	51	–	–	8	11	–	–	–	–	–	–	19	18	6	–	1	57
87	PEMBROKESHIRE	50	–	–	1	2	1	–	–	–	–	–	4	4	–	–	–	50
88	Haverfordwest	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4
89	Tenby	2	–	–	–	1	–	–	–	–	–	–	1	1	1	–	–	3
90	RADNORSHIRE	16	–	1	4	1	–	–	–	–	–	–	5	5	–	–	1	16
	TOTALS	4,393	–	33	305	200	67	21	44	35	22	7	702	728	87	3	14	4,480

N.B.—Those marked thus* have furnished no returns of changes. † One above the ordinary number employed. ‡ Discharged with gratuity.

RETURN showing the Number of EXTRA APPOINTMENTS or OFFICES the DUTIES of which are Appointments in each

Consecutive Number.	COUNTIES AND BOROUGHS.	Total authorised Police Force, 29th Sept. 1868.	Inspectors of Weights and Measures.	Examiners of Weights and Measures.	Inspectors of Nuisances.	Inspectors of Low Lodging Houses.	Inspectors of Hawkers' Licenses.	Inspectors of County Bridges.	Employed in lieu of Javelin Men at Assizes.	Assistant Surveyors of Highways.	Assistant Officers of Excise.	Assistant Officers of Customs.
	ENGLAND:											
1	BERKSHIRE	114	8	–	4	2	–	–	20	–	–	–
2	Abingdon	6	–	–	1	1	–	–	–	–	–	–
3	Maidenhead	4	1	–	–	–	–	–	–	–	–	–
4	Newbury	8	–	–	–	–	–	–	–	–	–	–
5	Reading	34	–	–	1	1	–	–	–	–	–	–
6	Windsor	15	–	–	–	–	–	–	–	–	–	–
7	CORNWALL	193	7	–	59	5	–	–	20	–	–	–
8	Falmouth	4	–	–	–	–	–	–	–	–	–	–
9	*Helston	1	–	–	–	–	–	–	–	–	–	–
10	*Launceston	1	–	–	–	–	–	–	–	–	–	–
11	Liskeard	2	2	–	1	1	–	–	–	–	–	–
12	Penryn	2	–	–	2	2	–	–	–	–	–	–
13	Penzance	7	1	–	7	1	–	–	–	–	–	–
14	St. Ives	1	1	–	1	–	–	–	–	–	–	–
15	Truro	6	–	–	–	1	–	–	–	–	–	–
16	DEVONSHIRE	334	8	10	6	–	–	–	21	–	–	–
17	Barnstable	10	–	–	1	1	–	–	–	–	–	–
18	Bideford	2	1	–	1	1	–	–	–	–	–	–
19	Devonport	46	1	–	–	–	–	–	–	–	–	–
20	Exeter	44	–	–	–	1	–	–	–	–	–	–
21	Plymouth	79	–	–	–	2	–	–	–	–	–	–
22	South Molton	2	1	–	–	1	–	–	–	–	–	–
23	Tiverton	7	1	–	1	1	–	–	–	–	–	–
24	*Torrington	2	–	–	–	–	–	–	–	–	–	–
25	Totnes	3	–	–	1	1	–	–	–	–	–	–
26	DORSETSHIRE	133	12	–	1	9	–	–	25	–	–	–
27	Blandford	2	–	–	–	–	–	–	–	–	–	–
28	Dorchester	7	–	–	–	–	–	–	–	–	–	–
29	Poole	14	1	–	1	1	–	–	–	–	–	–
30	Weymouth	12	–	–	1	1	–	–	–	–	–	–
31	GLOUCESTERSHIRE	288	8	8	–	6	–	–	25	–	–	–
32	Bristol	303	–	–	–	–	–	–	–	–	–	–
33	HAMPSHIRE	261	14	14	–	14	14	13	18	13	39	261
34	Basingstoke	5	1	1	–	–	–	–	–	–	–	–
35	Newport, Isle of Wight.	5	–	–	–	–	–	–	–	–	–	–
36	Portsmouth	95	–	–	3	1	–	–	–	–	–	–
37	Southampton	65	–	–	–	–	–	–	–	–	–	–
38	Winchester	16	–	–	–	1	–	–	–	–	–	–
39	HEREFORDSHIRE	62	9	–	7	4	–	–	16	–	–	–
40	Hereford	30	–	–	–	1	–	–	–	–	–	–
41	Leominster	8	–	–	1	1	–	–	–	–	–	–
42	KENT	300	–	–	–	1	–	–	24	–	–	299
43	Canterbury	21	–	–	–	–	–	–	–	–	–	–
44	Deal	8	1	–	8	1	–	–	–	–	–	–
45	Dover	28	–	–	–	–	–	–	–	–	–	–
46	Faversham	7	–	–	1	–	–	–	–	–	–	–
47	Folkestone	11	–	–	–	1	–	–	–	–	–	–
48	Gravesend	25	1	–	1	1	–	–	–	–	–	–
49	Hythe	2	–	–	–	–	–	–	–	–	–	–

N.B.—Those marked thus * have furnished no return.

performed by the POLICE, together with the Number of POLICE so employed in each of such County and Borough.

Assistant Relieving Officers of Vagrants.	Impounders of Cattle under Highway Act.	Inspectors of Cattle.	Conservators of Rivers, Salmon Fisheries Act.	Inspectors of Marine Store Dealers.	Inspectors of Old Metal Dealers.	Inspectors of Hackney Carriages.	Inspectors of Bakehouses.	Acting as Water Bailiffs.	Superintendent of Fire Department, and acting as Fire Brigade.	Employed as Billet Masters in Boroughs.	Employed as Deputy Governor of Borough Gaols.	Employed as Inspectors of Markets.	Employed as Collectors of Market Tolls.	Assistant Overseer.
6	3	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	–	–	1	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	1	–	1	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
5	–	–	185	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	2	–
–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
11	–	–	–	2	5	–	–	2	–	–	–	1	–	–
–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
10	132	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	1	1	–
–	–	–	–	–	–	–	1	–	1	–	–	2	–	–
1	–	–	–	–	–	–	–	–	12	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
12	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
17	261	39	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
2	–	–	–	–	–	1	–	–	1	–	–	1	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
4	–	–	–	–	–	–	–	–	1	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
55	299	–	–	–	–	–	–	–	1	–	–	–	–	–
–	–	–	–	–	–	1	–	–	1	–	–	1	–	–
–	–	–	–	–	–	–	1	–	1	1	–	–	–	–
–	–	–	–	–	–	–	–	–	1	–	–	1	1	–
1	–	–	–	–	–	–	–	–	1	–	–	–	–	–
1	–	–	–	–	–	–	–	–	–	–	–	1	1	1

RETURN showing the Number of Extra Appointments or Offices, &c.—*continued.* - - - -

Consecutive Number.	COUNTIES AND BOROUGHS.	Total authorised Police Force, 29th Sept. 1868.	Inspectors of Weights and Measures.	Examiners of Weights and Measures.	Inspectors of Nuisances.	Inspectors of Low Lodging Houses.	Inspectors of Hawkers' Licenses.	Inspectors of County Bridges.	Employed in lieu of Javelin Men at Assizes.	Assistant Surveyors of Highways.	Assistant Officers of Excise.	Assistant Officers of Customs.
	ENGLAND—*continued.*											
	Kent—*continued.*											
50	Maidstone - -	23	2	–	2	1	–	–	–	–	–	–
51	Margate - -	12	–	–	–	1	–	–	–	–	–	–
52	Ramsgate - -	13	–	–	–	–	–	–	–	–	–	–
53	Rochester - -	32	–	–	2	1	–	–	–	–	–	–
54	Sandwich - -	1	1	–	–	–	–	–	–	–	–	–
55	Tenterden - -	4	1	–	1	1	–	–	–	–	–	–
56	Tunbridge Wells -	21	–	–	–	1	–	–	–	–	–	–
57	MONMOUTHSHIRE -	98	–	–	4	4	–	–	17	–	–	–
58	Monmouth - -	6	1	–	1	1	–	–	–	–	–	–
59	Newport - -	29	1	–	1	1	–	–	–	–	–	–
60	SOMERSETSHIRE -	286	15	–	37	12	–	–	–	–	–	–
61	Bath - - -	89	–	–	1	–	–	–	–	–	–	–
62	Bridgwater - -	7	–	–	–	1	–	–	–	–	–	–
63	*Chard - -	1	–	–	–	–	–	–	–	–	–	–
64	SURREY - - -	123	5	–	1	–	–	–	–	–	–	–
65	Godalming - -	2	–	–	1	1	–	–	–	–	–	–
66	Guildford - -	12	1	–	1	1	–	–	–	–	–	–
67	Reigate - -	14	–	–	–	1	–	–	–	–	–	–
68	SUSSEX, EAST - -	125[a]	–	–	9	–	–	–	11	–	5	–
69	Brighton - -	100	–	–	–	–	–	–	–	–	–	–
70	Hastings - -	27	–	–	–	1	–	–	–	–	–	–
71	Hove - - -	23	–	–	1	–	–	–	–	–	–	–
72	Rye - - -	2	–	–	–	–	–	–	–	–	–	–
73	SUSSEX, WEST - -	91	10	–	1	7	–	–	5	–	–	–
74	Arundel - -	3	1	–	1	1	–	–	–	–	–	–
75	Chichester - -	8	1	–	–	1	–	–	–	–	–	–
76	WILTSHIRE - -	201	9	–	9	7	–	–	26	–	–	–
77	Salisbury - -	12	–	–	2	2	–	–	–	–	–	–
	WALES:											
78	BRECONSHIRE - -	36	2	2	5	5	–	–	13	–	–	–
79	Brecon - -	4	1	–	1	1	–	–	–	–	–	–
80	CARDIGANSHIRE -	35	1	–	1	4	–	–	13	–	–	–
81	CARMARTHENSHIRE -	50	–	–	–	–	–	–	14	–	49	–
82	Carmarthen - -	12	1	–	–	1	–	–	–	–	–	–
83	GLAMORGANSHIRE -	154	4	–	9	3	–	–	–	–	–	–
84	Cardiff - -	50	–	–	1	1	–	–	–	–	–	–
85	Neath - - -	8	–	–	1	1	–	–	–	–	–	–
86	Swansea - -	57	1	–	5	8	–	–	–	–	–	–
87	PEMBROKESHIRE -	50	5	–	7	11	–	–	12	–	–	–
88	Haverfordwest -	4	–	–	1	1	–	–	–	1	–	–
89	Tenby - - -	3	1	–	1	1	–	–	–	–	–	–
90	RADNORSHIRE - -	16	2	–	–	–	–	–	–	–	–	–
	TOTAL - - -	4,480	145	35	217	148	14	13	280	14	93	560

N.B.—Those marked thus* have furnished no return.

- - - - Return showing the Number of Extra Appointments or Offices, &c.—*continued.*

Assistant Relieving Officers of Vagrants.	Impounders of Cattle under Highway Act.	Inspectors of Cattle.	Conservators of Rivers, Salmon Fisheries Act.	Inspectors of Marine Store Dealers.	Inspectors of Old Metal Dealers.	Inspectors of Hackney Carriages.	Inspectors of Bakehouses.	Acting as Water Bailiffs.	Superintendent of Fire Department, and acting as Fire Brigade.	Employed as Billet Masters in Boroughs.	Employed as Deputy Governor of Borough Gaols.	Employed as Inspectors of Markets.	Employed as Collectors of Market Tolls.	Assistant Overseer.
–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
–	–	–	–	–	–	1	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	1	–	–	–	–	–	–	–	–
3	–	–	1	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
1	–	–	–	–	–	–	–	–	1	–	–	–	–	–
6	285	–	–	–	–	–	–	–	–	–	–	–	–	–
4	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	–	–	–	–	1	1	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
19	101	–	–	–	–	1	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
18	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	–	–	1	–	–	–	1	–
–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
13	76	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
4	35	–	–	–	–	–	–	–	1	–	–	–	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	34	–	–	–	–	–	–	–	–	–	–	–
3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
–	–	–	–	–	–	–	–	–	1	–	–	1	–	–
2	27	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	–	–	1	–	–	1	–	–
5	–	–	–	–	–	–	–	–	7	–	–	–	–	–
3	48	–	48	–	–	–	–	–	–	–	–	–	–	–
1	–	–	–	–	–	–	1	–	1	–	–	1	–	–
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
4	–	–	–	–	–	–	–	–	–	–	–	–	–	–
227	1,267	39	268	2	5	5	3	2	38	1	3	15	6	1

RETURN showing the Number of MARRIED, WIDOWERS, and SINGLE in each POLICE FORCE, with PAYMENTS in ANNUITIES and GRATUITIES,

Consecutive Number.	COUNTIES AND BOROUGHS.	Total authorised Police Force, 29th Sept. 1868.	Number of Married, Widowers, and Single, and Number Wanting to Complete, 29th September 1868.				State of Superannuation Funds, and Amount of Receipts in aid of each Fund, during the Year ended 29th September 1868.	
			Married.	Widowers.	Single.	Wanting to Complete.	Amount of Fund in Hand and Invested, 29th September 1868.	Amount of Receipts in aid of each Fund, during the Year.
	ENGLAND:						£. s. d.	£. s. d.
1	BERKSHIRE	114	98	1	15	–	4,310 14 7	481 7 1
2	Abingdon	6	6	–	–	–	117 19 –	15 10 6
3	Maidenhead	4	4	–	–	–	No Return.	—
4	Newbury	8	8	–	–	–	153 – –	17 8 4
5	Reading	34	17	–	17	–	Fund exhausted	104 9 3
6	Windsor	15	12	–	3	–	72 – –	37 18 2
7	CORNWALL	193	146	3	44	–	7,105 – –	655 – 6
8	Falmouth	4	4	–	–	–	254 10 9	42 13 6
9	*Helston	1	1	–	–	–	—	—
10	*Launceston	1	1	–	–	–	—	—
11	Liskeard	2	2	–	–	–	121 1 9	20 – –
12	Penryn	2	2	–	–	–	33 11 4	5 3 5
13	Penzance	7	7	–	–	–	329 1 3	49 3 1
14	St. Ives	1	1	–	–	–	No Return.	—
15	Truro	6	6	–	–	–	454 2 10	52 1 9
16	DEVONSHIRE	334	260	10	66	Over complement, 2	7,999 – –	658 15 10
17	Barnstaple	10	9	–	1	–	233 16 8	49 2 6
18	Bideford	2	2	–	–	–	No Superannuation Fund established.	
19	Devonport	46	40	1	5	–	1,152 4 9	150 1 3
20	Exeter	44	34	1	9	–	427 16 11	91 1 –
21	Plymouth	79	55	2	22	–	1,038 9 6	240 – –
22	South Molton	2	1	1	–	–	No Return.	—
23	Tiverton	7	7	–	–	–	125 – –	15 – –
24	*Torrington	2	2	–	–	–	—	—
25	Totnes	3	2	1	–	–	56 11 3	7 13 6
26	DORSETSHIRE	133	110	–	23	–	4,595 2 10	463 – –
27	Blandford	2	2	–	–	–	No Return.	—
28	Dorchester	7	6	1	–	–	51 6 –	4 6 –
29	Poole	14	14	–	–	–	Fund exhausted	44 – –
30	Weymouth	12	11	–	1	–	343 14 2	30 – –
31	GLOUCESTERSHIRE	288	184	10	94	–	13,493 7 7	1,086 11 10
32	Bristol	303	213	9	81	–	13,700 16 6	1,600 – –
33	HAMPSHIRE	261	178	5	78	–	16,744 17 4	1,679 14 8
34	Basingstoke	5	4	–	1	–	97 3 7	12 1 1
35	Newport, Isle of Wight.	5	5	–	–	–	98 15 3	14 – –
36	Portsmouth	95	78	5	10	2	5,738 8 4	623 3 5
37	Southampton	65	57	1	7	–	1,900 – –	235 12 –
38	Winchester	16	14	–	2	–	225 9 9	36 12 –
39	HEREFORDSHIRE	62	46	1	15	–	1,864 14 11	230 – –
40	Hereford	30	20	3	7	–	364 18 –	103 5 7
41	Leominster	8	7	–	1	–	145 – –	15 – –
42	KENT	300	227	1	72	–	7,750 – –	977 2 3
43	Canterbury	21	21	–	–	–	No Fund	60 – –
44	Deal	8	8	–	–	–	No Return.	—
45	Dover	28	26	–	2	–	480 – –	80 – –
46	Faversham	7	7	–	–	–	154 6 5	16 10 1
47	Folkestone	11	11	–	–	–	174 16 9	20 – –
48	Gravesend	25	21	–	3	1	1,200 – –	50 – –
49	Hythe	2	2	–	–	–	19 10 2	2 16 –

N.B.—Those marked thus * have furnished no return.

the State of the SUPERANNUATION FUNDS, Number of PENSIONERS, and the YEARLY RECEIPTS and during the Year ended 29th September 1868.

Payments in Annuities and Gratuities during the Year ended the 29th September 1868.		Number of Officers and Constables on the Retired List, and who are in the Receipt of Yearly Pensions.					
Payments in Annuities.	Payments in Gratuities.	Chief and Head Constables.	Superintendents.	Inspectors.	Serjeants.	Constables.	TOTAL.
£. s. d.	£. s. d.						
26 - -	34 16 -	- -	- -	- -	- -	1	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
172 18 -	- - -	- -	- -	1	5	2	8
92 17 -	- - -	- -	1	- -	1	2	4
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
36 10 -	46 10 -	- -	- -	- -	- -	2	2
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
- - -	20 - -	—	—	—	—	—	—
131 12 6	- - -	- -	- -	1	2	2	5
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
45 - -	105 - -	- -	- -	- -	1	1	2
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
97 - -	- - -	1	- -	- -	1	1	3
—	—	—	—	—	—	—	—
681 - 10	34 - -	1	2	- -	9	15	27
334 13 6	- - -	- -	- -	2	5	4	11
608 12 4	42 12 10	- -	5	- -	- -	7	12
—	—	—	—	—	—	—	—
- - -	6 6 -	—	—	—	—	—	—
122 16 -	90 - -	- -	- -	1	1	3	5
307 7 8	15 - -	1	- -	- -	2	5	8
—	—	—	—	—	—	—	—
- - -	29 - -	—	—	—	—	—	—
26 - -	41 - -	- -	- -	1	- -	- -	1
—	—	—	—	—	—	—	—
7 13 10	40 - -	- -	1	- -	- -	1	2
Superannuation allowances paid out		1	- -	1	- -	4	6
Rates.							
—	—	—	—	—	—	—	—
45 18 8	- - -	- -	- -	- -	1	- -	1
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
- - -	76 5 4	—	—	—	—	—	—
—	—	—	—	—	—	—	—

RETURNS showing the Number of Married, Widowers, and Single in each Police Force, &c.—*continued* -

Consecutive Number.	COUNTIES AND BOROUGHS.	Total authorised Police Force, 29th Sept. 1868.	Number of Married, Widowers, and Single, and Number Wanting to Complete, 29th September 1868.				State of Superannuation Funds, and Amount of Receipts in aid of each Fund, during the Year ended 29th September 1868.	
			Married.	Widowers.	Single.	Wanting to Complete.	Amount of Fund in Hand, and Invested, 29th September 1868.	Amount of Receipts in aid of each Fund during the Year.
	ENGLAND—*continued.*						£. s. d.	£. s. d.
	Kent—*continued.*							
50	Maidstone	23	20	–	3	–	683 8 7	70 13 2
51	Margate	12	11	–	1	–	134 16 7	22 13 2
52	Ramsgate	13	12	1	–	–	773 11 9	128 4 6
53	Rochester	32	31	–	1	–	822 2 –	90 – –
54	Sandwich	1	1	–	–	–	No Fund established.	
55	Tenterden	4	4	–	–	–	53 10 3	6 19 6
56	Tunbridge Wells	21	18	–	3	–	459 5 11	82 16 1
57	MONMOUTHSHIRE	98	81	–	17	–	2,823 19 –	342 15 9
58	Monmouth	6	6	–	–	–	279 9 6	40 – –
59	Newport	29	20	–	9	–	1,410 – –	216 – –
60	SOMERSETSHIRE	286	232	–	54	–	8,200 – –	870 – –
61	Bath	89	73	2	14	–	2,722 – –	250 – –
62	Bridgwater	*7	7	–	–	–	76 16 10	14 7 1
63	*Chard	2	2	–	–	–	—	—
64	SURREY	123	99	2	23	1 Over Numbers,	4,596 13 –	550 – –
65	Godalming	2	2	–	–	–	No Return.	—
66	Guildford	12	8	–	3	1	267 – 1	47 8 9
67	Reigate	14	10	–	4	–	112 4 9	23 10 –
68	SUSSEX, EAST	125	98	3	24	–	3,709 12 2	419 15 7
69	Brighton	100	75	2	23	–	5,911 – –	671 13 6
70	Hastings	27	20	–	7	–	674 – –	75 10 –
71	Hove	23	22	–	1	–	No Return.	—
72	Rye	2	2	–	–	–	No Return.	—
73	SUSSEX, WEST	91	65	2	22	2	2,105 8 5	247 15 2
74	Arundel	3	3	–	–	–	42 14 –	3 4 10
75	Chichester	8	7	–	1	–	120 – –	14 3 7
76	WILTSHIRE	201	169	3	29	–	13,000 – –	1,000 – –
77	Salisbury	12	10	–	2	–	415 3 11	42 6 1
	WALES:							
78	BRECONSHIRE	36	32	1	3	–	1,460 – –	106 – –
79	Brecon	4	4	–	–	–	No Return.	—
80	CARDIGANSHIRE	35	24	1	10	–	1,275 – –	55 – –
81	CARMARTHENSHIRE	50	34	1	15	–	4,094 – –	200 – –
82	Carmarthen	12	9	2	1	–	179 17 8	19 7 4
83	GLAMORGANSHIRE	154	84	1	69	–	8,185 6 7	624 – 1
84	Cardiff	50	44	2	4	–	2,520 10 2	182 14 11
85	Neath	8	4	1	3	–	160 16 9	40 – –
86	Swansea	57	48	1	8	–	800 – –	215 – –
87	PEMBROKESHIRE	50	47	1	2	–	645 11 2	52 16 1
88	Haverfordwest	4	3	1	–	–	52 1 –	10 6 6
89	Tenby	3	3	–	–	–	No Return.	—
90	RADNORSHIRE	16	11	–	4	1	512 17 –	102 – 6
	TOTALS	4,480	3,454	83	939	(*a*) 4		

N.B.—Those marked * thus have furnished no return.
(*a*) Balance of four wanting to complete.

RETURN showing the Number of Married, Widowers, and Single in each Police Force, &c.—*continued.*

Payments in Annuities and Gratuities during the Year ended the 29th September 1868.		Number of Officers and Constables on the Retired List, and who are in the Receipt of Yearly Pensions.					
Payments in Annuities.	Payments in Gratuities.	Chief and Head Constables.	Superintendents.	Inspectors.	Serjeants.	Constables.	TOTAL.
£. s. d.	£. s. d.						
- - -	- - -	- - -	- -	- -	- -	2	2
- - -	75 - -	—	—	—	—	—	—
17 4 -	- -	- - -	- -	- -	1	- -	1
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
- - -	46 5 1	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
- - -	48 - -	—	—	—	—	—	—
31 4 -	55 - -	- - -	- -	- -	2	- -	2
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
89 12 7	104 - -	- - -	- -	- -	- -	3	3
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
336 17 8	- - -	- - -	2	- -	3	4	9
162 12 8	- - -	- - -	- -	2	1	1	4
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
965 13 1	39 - -	- - -	2	5	3	21	31
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
61 12 4	- - -	- - -	- -	- -	1	1	2
—	—	—	—	—	—	—	—
25 - -	- - -	- - -	1	- -	- -	- -	1
84 6 8	- - -	1	- -	- -	- -	1	2
—	—	—	—	—	—	—	—
134 4 4	- - -	- - -	- -	1	1	3	5
—							
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—							
—	—	—	—	—	—	—	—

N. B.—Those marked thus * have furnished no return.

RETURN of Convicts on Licenses of Leave under the Provisions of the

Consecutive Number.	Counties and Boroughs.	Number Resident in the District on 29 September 1867.		Number Resident in the District on 29 September 1868.		Number of those now Resident in the District who are In or Out of Work, or whose State of Employment is not known.					
						In Work.		Out of Work.		State of Employment not known.	
		Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
	ENGLAND:										
1	Berkshire	3	–	2	–	1	–	(a) 1	–	–	–
2	Abingdon	–	–	–	–	–	–	–	–	–	–
3	Maidenhead	–	–	–	–	–	–	–	–	–	–
4	Newbury	–	–	–	–	–	–	–	–	–	–
5	Reading	–	–	–	–	–	–	–	–	–	–
6	Windsor	–	–	–	–	–	–	–	–	–	–
7	Cornwall	–	–	–	–	–	–	–	–	–	–
8	Falmouth	–	–	–	–	–	–	–	–	–	–
9	*Helston	–	–	–	–	–	–	–	–	–	–
10	*Launceston	–	–	–	–	–	–	–	–	–	–
11	Liskeard	–	–	–	–	–	–	–	–	–	–
12	Penryn	–	–	–	–	–	–	–	–	–	–
13	Penzance	–	–	–	–	–	–	–	–	–	–
14	St. Ives	–	–	–	–	–	–	–	–	–	–
15	Truro	–	–	–	–	–	–	–	–	–	–
16	Devonshire	8	2	4	2	6	2	–	–	–	–
17	Barnstaple	–	–	–	–	–	–	–	–	–	–
18	Bideford	–	–	–	–	–	–	–	–	–	–
19	Devonport	–	–	2	–	2	–	–	–	–	–
20	Exeter	5	1	7	2	4	1	–	–	3	1
21	Plymouth	7	1	8	2	6	2	1	–	–	–
22	South Molton	–	–	–	–	–	–	–	–	–	–
23	Tiverton	–	–	–	–	–	–	–	–	–	–
24	*Torrington	–	–	–	–	–	–	–	–	–	–
25	Totnes	–	–	–	–	–	–	–	–	–	–
26	Dorsetshire	–	–	2	–	2	–	–	–	–	–
27	Blandford	–	–	–	–	–	–	–	–	–	–
28	Dorchester	3	–	1	–	–	–	1	–	1	–
29	Poole	–	–	–	–	–	–	–	–	–	–
30	Weymouth	–	–	–	–	–	–	–	–	–	–
31	Gloucestershire	7	1	7	2	7	2	–	–	–	–
32	Bristol	7	–	6	–	4	–	1	–	1	–
33	Hampshire	3	–	7	1	5	–	2	1	–	–
34	Basingstoke	–	–	–	–	–	–	–	–	–	–
35	Newport, Isle of Wight	–	–	–	–	–	–	–	–	–	–
36	Portsmouth	3	–	2	–	2	–	–	–	–	–
37	Southampton	2	–	3	–	3	–	–	–	–	–
38	Winchester	–	–	1	–	–	–	–	–	–	–
39	Herefordshire	2	–	2	–	2	–	–	–	–	–
40	Hereford	–	–	–	–	–	–	–	–	–	–
41	Leominster	1	–	–	–	–	–	–	–	–	–
42	Kent	19	1	5	–	4	–	–	–	–	–
43	Canterbury	2	–	1	–	2	–	–	–	–	–
44	Deal	1	–	–	–	–	–	–	–	–	–
45	Dover	1	–	3	–	3	–	–	–	–	–
46	Faversham	–	–	–	–	–	–	–	–	–	–
47	Folkestone	–	–	–	–	–	–	–	–	–	–
48	Gravesend	1	–	2	1	2	1	–	–	–	–
49	Hythe	–	–	–	–	–	–	–	–	–	–

N.B.—Those marked thus * have furnished no returns.

Penal Servitude Amendment Act, 27 & 28 Vict. c. 28.

Number who have been Recommitted to Prison during the Year ended 29 September 1868.				Number who have Reported themselves Regularly during the Year.		Number whose Licenses have Expired during the Year.		Number who have left the District without Notice, and cannot be accounted for.		Number of others whose Licenses have Expired, who are Residing in the District.		—
For Fresh Offences.		For Breach of License.										
Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	
2	–	1	–	4	–	4	–	–	–	10	1	(a) In union.
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	1	–	–	–	1	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
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–	–	–	–	–	–	–	–	–	–	–	–	
1	–	–	–	7	2	2	–	–	–	13	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	2	–	–	–	–	–	–	–	
–	–	–	–	5	1	2	1	–	–	8	3	
1	–	–	–	1	1	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	1	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	1	1	
–	–	–	–	2	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
1	–	–	–	1	–	1	–	–	–	4	1	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
1	–	1	–	7	2	1	–	–	–	11	2	
2	1	–	–	14	5	18	2	3	2	17	1	
–	–	–	–	7	1	4	–	–	–	12	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	1	–	
2	–	1	–	4	–	–	–	–	–	4	1	
1	–	–	–	4	–	1	–	1	–	8	2	
–	–	–	–	1	–	–	–	–	–	–	–	
–	–	–	–	2	–	–	–	–	–	3	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	1	–	1	–	–	–	
1	–	1	–	8	–	8	1	2	–	16	1	
–	–	–	–	1	–	–	–	–	–	1	1	
–	–	1	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	3	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	2	1	–	1	1	–	–	1	
–	–	–	–	–	–	–	–	–	–	–	–	

RETURN of Convicts on Licenses of Leave under the Provisions of the

Consecutive Number.	COUNTIES AND BOROUGHS.	Number Resident in the District on 29 September 1867.		Number Resident in the District on 29 September 1868.		Number of those now Resident in the District who are In or Out of Work, or whose State of Employment is not known.					
						In Work.		Out of Work.		State of Employment not known.	
		Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
	ENGLAND—*continued.*										
	KENT—*continued.*										
50	Maidstone	2	–	2	–	1	–	1	–	–	–
51	Margate	–	–	–	–	–	–	–	–	–	–
52	Ramsgate	–	–	–	–	–	–	–	–	–	–
53	Rochester	–	–	–	–	–	–	–	–	–	–
54	Sandwich	–	–	–	–	–	–	–	–	–	–
55	Tenterden	–	–	–	–	–	–	–	–	–	–
56	Tunbridge Wells	–	–	–	–	–	–	–	–	–	–
57	MONMOUTHSHIRE	1	–	2	–	2	–	–	–	–	–
58	Monmouth	–	–	1	–	1	–	–	–	–	–
59	Newport	–	–	–	–	–	–	–	–	–	–
60	SOMERSETSHIRE	14	1	14	2	13	1	1	–	–	1
61	Bath	7	2	–	–	–	–	–	–	–	–
62	Bridgewater	–	–	–	–	–	–	–	–	–	–
63	*Chard	–	–	–	–	–	–	–	–	–	–
64	SURREY	8	–	6	–	5	–	1	–	–	–
65	Godalming	–	–	–	–	–	–	–	–	–	–
66	Guildford	–	–	–	–	–	–	–	–	–	–
67	Reigate	–	–	–	–	–	–	–	–	–	–
68	SUSSEX, EAST	2	1	3	–	3	–	–	–	–	–
69	Brighton	1	2	2	–	1	–	(*a*) 1	–	–	–
70	Hastings	–	–	–	–	–	–	–	–	–	–
71	Hove	–	–	–	–	–	–	–	–	–	–
72	Rye	–	–	–	–	–	–	–	–	–	–
73	SUSSEX, WEST	1	–	1	1	1	–	–	–	–	–
74	Arundel	–	–	–	–	–	–	–	–	–	–
75	Chichester	–	–	1	–	1	–	–	–	–	–
76	WILTSHIRE	5	–	3	–	2	–	(*b*) 1	–	–	–
77	Salisbury	–	–	2	–	1	–	1	–	–	–
	WALES:										
78	BRECONSHIRE	–	–	–	–	–	–	–	–	–	–
79	Brecon	–	–	–	–	–	–	–	–	–	–
80	CARDIGANSHIRE	–	–	1	–	1	–	–	–	–	–
81	CARMARTHENSHIRE	–	–	–	–	–	–	–	–	–	–
82	Carmarthen	–	–	–	–	–	–	–	–	–	–
83	GLAMORGANSHIRE	3	2	2	1	1	3	–	–	–	–
84	Cardiff	8	1	–	1	–	–	–	1	1	–
85	Neath	2	1	1	2	1	–	–	2	–	–
86	Swansea	2	–	1	–	1	–	–	–	–	–
87	PEMBROKESHIRE	–	–	–	1	–	–	–	1	–	–
88	Haverfordwest	–	–	–	(*c*) 1	–	–	–	–	–	–
89	Tenby	–	–	–		–	–	–	–	–	–
90	RADNORSHIRE	–	–	–	–	–	–	–	–	–	–
		131	16	107	19	90	12	12	5	6	2

N.B.—Those marked thus * have furnished no returns.

Penal Servitude Amendment Act, 27 & 28 Vict. c. 28—*continued.*

Number who have been Recommitted to Prison during the Year ended 29 September 1868.				Number who have Reported themselves Regularly during the Year.		Number whose Licenses have Expired during the Year.		Number who have left the District without Notice, and cannot be accounted for.		Number of others whose Licenses have Expired, who are Residing in the District.		
For Fresh Offences.		For Breach of License.										
Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	
1	–	–	–	5	–	2	–	–	–	3	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	2	–	1	–	2	–	no record.		
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
1	–	–	–	21	1	11	–	3	–	19	1	
–	–	–	–	–	–	–	1	–	–	12	4	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
1	–	–	–	6	–	–	–	1	–	3	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	2	–	–	1	1	–	–	–	
–	1	–	–	1	–	1	–	–	–	–	10	(*a*) In union.
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	1	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	1	–	–	–	–	–	–	–	
–	–	–	–	3	–	1	–	1	–	13	–	(*b*) Unwell.
–	–	–	–	2	–	–	–	–	–	2	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	1	–	–	–	–	–	1	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
1	–	–	–	2	1	3	–	–	–	4	5	
–	–	–	–	1	1	1	–	6	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	2	–	1	–	–	–	12	3	
–	–	1	–	–	1	–	–	–	–	–	–	
–	–	–	–	–	1	–	–	–	–	–	–	(*c*) Unwell.
–	–	–	–	–	–	–	–	–	–	–	–	
–	–	–	–	–	–	–	–	–	–	–	–	
16	2	6	–	123	18	63	7	23	2	182	38	

RETURN of Public, Beer, Cider, and Refreshment Houses, with Wine Licenses, and the Number of Vagrants Relieved through the Aid of the Police;

Consecutive Number.	Counties and Boroughs.	Public Houses.		Beer Houses.		Cider Houses only.		Refreshment Houses with Wine Licenses.		Tramp or Low Lodging Houses.		Number of Tramps found in the Low Lodging Houses on the Government Return Night.				Number of Unions in which the Police act as Assistant Relieving Officers of Vagrants in Counties.	Number of Vagrants Sheltered or Provided with Lodgings through the Instrumentality of the Police during the Year.							Number of Counties and Boroughs in which the Police grant Food as well as Shelter.
		Number of Houses.	Number Convicted during the Year.	Number of Houses.	Number Convicted during the Year.	Number of Houses.	Number Convicted during the Year.	Number of Houses.	Number Convicted during the Year.	Numb of Houses.	Number Convicted during the Year.	Men.	Women.	Children.	Total.		At Places in charge of the Police.	Sent to Lodging Houses.	Sent to the Unions.	Men.	Women.	Children.	Gross Total.	
	ENGLAND:																							
1	Berkshire	554	8	381	20	–	–	3	–	11	–	79	25	8	112	6	–	–	11,662	8,578	1,715	1,369	11,662	—
2	Abingdon	59	–	11	–	–	–	1	–	3	–	19	10	–	29	–	–	–	–	–	–	–	–	—
3	Maidenhead	31	–	20	–	–	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	—
4	Newbury	41	2	21	2	–	–	3	–	5	–	–	–	–	–	–	–	–	2,346	1,021	760	565	2,346	—
5	Reading	110	2	151	9	–	–	2	–	7	–	63	19	35	117	–	4,366	–	–	3,404	570	392	4,366	—
6	Windsor	43	2	40	3	–	–	10	–	8	–	–	–	–	–	–	–	–	–	–	–	–	–	—
7	Cornwall	682	41	188	20	–	–	1	–	42	–	65	58	47	170	5	–	102	266	240	64	64	368	—
8	Falmouth	18	–	8	–	–	–	7	–	2	–	3	2	–	5	–	–	–	–	–	–	–	–	—
9	*Helston	15	–	2	–	–	–	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	—
10	*Launceston	18	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	—
11	Liskeard	17	–	4	1	–	–	–	–	2	–	9	6	4	19	–	–	–	–	–	–	–	–	—
12	Penryn	17	–	1	–	–	–	2	–	1	–	14	7	8	29	–	–	–	–	–	–	–	–	—
13	Penzance	25	4	36	6	–	–	4	–	3	–	8	4	–	12	–	17	–	–	12	5	–	17	Food granted
14	St. Ives	13	1	6	2	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	—
15	Truro	44	4	19	4	–	–	9	–	5	–	13	5	3	21	–	–	–	–	–	–	–	–	—
16	Devonshire	1,288	45	367	37	43	–	17	–	29	–	67	35	24	126	7	–	2,558	1,870	3,542	463	423	4,428	—
17	Barnstaple	84	4	1	1	–	–	–	–	3	1	5	7	11	23	–	3	10	9	10	8	4	22	—
18	Bideford	53	1	–	–	–	–	–	–	2	–	8	2	2	12	–	–	–	–	–	–	–	–	—
19	Devonport	135	7	140	9	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	—
20	Exeter	121	6	40	5	9	–	13	–	10	2	20	19	29	68	–	–	–	–	–	–	–	–	—
21	Plymouth	174	17	287	67	–	–	33	1	16	–	71	27	2	100	–	340	–	339	634	38	7	679	—
22	South Molton	24	1	2	–	1	–	–	–	1	–	–	–	–	–	–	–	–	11	10	1	–	11	—
23	Tiverton	39	1	5	–	–	–	–	–	4	–	7	4	7	18	–	–	–	–	–	–	–	–	—
24	*Torrington	17	–	–	–	–	–	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	—
25	Totnes	28	1	1	–	2	–	–	–	1	–	4	4	7	15	–	–	–	–	–	–	–	–	—
26	Dorsetshire	467	9	323	20	3	–	9	–	4	–	70	28	27	125	10	–	219	5,095	4,521	407	386	5,314	—
27	Blandford	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	—
28	Dorchester	36	2	5	–	–	–	2	–	–	–	4	2	3	9	–	–	–	–	–	–	–	–	—
29	Poole	45	7	34	8	–	–	2	–	2	–	14	5	–	19	–	–	–	20	20	–	–	20	—
30	Weymouth	59	–	38	1	–	–	2	–	5	–	20	17	13	50	–	17	–	505	434	37	51	522	Food granted
31	Gloucestershire	1,036	34	1,207	82	47	2	6	–	73	1	435	187	126	748	12	–	7,629	18,186	20,602	3,038	2,175	25,815	Food granted
32	Bristol	477	28	731	103	3	–	16	–	31	–	200	81	43	324	–	–	–	–	–	–	–	–	—
33	Hampshire	1,173	33	883	44	–	–	131	2	14	–	263	126	–	389	17	–	–	15,215	13,563	1,652	–	15,215	—
34	Basingstoke	35	1	19	–	–	–	–	–	1	–	10	7	2	19	–	–	–	–	–	–	–	–	—
35	Newport, Isle of Wight.	60	–	18	–	–	–	1	–	5	–	23	8	5	36	–	–	–	–	–	–	–	–	—
36	Portsmouth	332	26	565	68	–	–	17	–	11	–	162	51	45	258	–	–	–	3,299	2,760	285	254	3,299	—
37	Southampton	171	12	244	21	–	–	4	–	13	–	167	54	57	278	–	–	–	3,977	3,587	228	162	3,977	—
38	Winchester	101	1	44	2	–	–	5	–	6	–	47	30	19	96	–	–	–	–	–	–	–	–	—
39	Herefordshire	268	12	192	21	44	–	–	–	30	–	57	8	–	65	4	–	–	7,722	6,011	1,046	665	7,722	—
40	Hereford	103	7	42	3	–	–	7	–	19	–	30	21	14	65	–	–	–	–	–	–	–	–	—
41	Leominster	39	2	5	–	–	–	–	–	6	–	19	13	12	44	–	–	–	–	–	–	–	–	—
42	Kent	1,171	26	924	54	–	–	28	–	44	–	490	264	206	960	7	–	–	17,267	10,697	3,762	2,808	17,267	—
43	Canterbury	176	11	2	–	–	–	5	–	4	–	34	18	13	65	–	73	–	–	34	22	17	73	—
44	Deal	79	–	13	1	–	–	–	–	3	–	13	7	4	24	–	102	–	–	72	16	14	102	—
45	Dover	213	7	16	–	–	–	2	–	–	–	16	11	14	41	–	–	–	2,377	1,833	280	264	2,377	—
46	Faversham	37	3	9	2	–	–	–	–	–	–	6	1	–	7	–	–	–	1,977	1,185	337	455	1,977	—
47	Folkestone	72	1	9	2	–	–	8	–	4	–	2	2	–	4	–	544	–	–	345	99	100	544	—
48	Gravesend	89	5	53	5	–	–	7	–	18	–	155	48	23	226	–	–	–	9,835	5,806	2,400	1,629	9,835	—
49	Hythe	16	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	—

N.B.—The Boroughs marked thus * have furnished no returns of crime.

also, RETURN of Persons Apprehended and Proceeded against for INDICTABLE and other OFFENCES during the Year.

Return of Indictable Offences Committed during the Year ended 29th September 1868.								Return of Offences determined Summarily during the Year ended the 29th September 1868.										Salmon Fishing Act.		Poaching Act, 1862.		COUNTIES AND BOROUGHS.
Crimes Committed.	Apprehended.	Discharged		Bailed.	Bailed for Trial.	Committed for want of Sureties.	Committed for Trial.	Persons Proceeded against.	Discharged.	Convicted.	Committed as under, to, viz.,—				Fined.	To find Sureties or Recognizances.	Given up to the Army or Navy.	Other Punishments.	Number of Cases Reported.	Number of Cases obtaining Convictions.	Number of Cases Reported.	Number of Cases obtaining Convictions.	
		For want of Evidence.	For want of Prosecution.								Prison.		Reformatories.	Industrial Schools.									
											Prison.	Also to be Whipped.											ENGLAND:
153	94	9	6	–	6	1	72	1,482	317	1,165	384	8	–	–	731	42	8	–	–	–	4	3	BERKSHIRE.
4	4	–	–	–	–	–	4	84	32	52	31	–	1	–	19	1	–	–	–	–	–	–	Abingdon.
7	7	–	–	–	–	–	7	131	22	109	–	–	–	–	25	–	–	84	–	–	–	–	Maidenhead.
12	12	1	–	–	1	–	10	93	1	92	28	1	–	–	56	8	–	–	–	–	–	–	Newbury.
42	38	4	4	–	2	–	28	562	216	346	153	2	3	–	178	2	10	–	–	–	–	–	Reading.
14	16	–	–	–	3	–	13	298	138	160	75	3	–	–	78	3	4	–	–	–	–	–	Windsor.
177	206	29	26	–	9	–	142	2,684	754	1,930	300	3	6	–	1,365	29	16	214	7	4	16	15	CORNWALL.
8	8	3	1	–	–	–	4	205	60	145	66	4	–	–	79	–	–	–	–	–	–	–	Falmouth.
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	Helston.
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	Launceston.
4	4	–	–	1	–	–	3	58	14	44	9	–	–	2	29	–	–	4	–	–	–	–	Liskeard.
7	7	1	–	–	–	–	6	34	7	27	4	–	–	–	13	8	–	2	–	–	–	–	Penryn.
4	4	1	–	–	2	–	1	277	49	228	43	3	–	–	172	11	2	–	–	–	–	–	Penzance.
2	2	–	–	–	1	–	1	63	6	57	5	–	–	–	47	5	–	–	–	–	–	–	St. Ives.
19	17	6	1	–	1	–	9	221	71	150	38	4	–	–	108	–	4	–	–	–	–	–	Truro.
504	414	79	15	9	51	–	260	5,072	1,133	3,939	885	28	5	–	2,882	78	30	59	39	39	10	8	DEVONSHIRE.
22	26	8	–	–	2	–	16	134	33	101	24	2	–	–	77	–	–	–	–	–	–	–	Barnstaple.
5	5	1	2	–	–	–	2	19	9	10	5	1	–	–	5	–	–	–	–	–	–	–	Bideford.
58	38	7	1	–	6	–	21	392	108	284	110	–	1	1	162	5	3	2	–	–	–	–	Devonport.
53	43	2	–	–	–	–	41	170	33	137	71	–	1	3	61	–	1	–	–	–	–	–	Exeter.
80	77	21	4	–	3	–	49	1,358	456	902	385	–	6	–	509	–	2	–	–	–	–	–	Plymouth.
5	4	–	–	–	1	–	3	27	3	24	5	–	–	–	19	–	–	–	–	–	–	–	Southmolton.
9	9	–	1	–	4	1	3	147	44	103	28	–	–	–	73	2	–	–	–	–	–	–	Tiverton.
–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	Torrington.
4	4	3	–	–	–	–	1	40	9	31	11	1	–	–	20	–	–	–	3	2	–	–	Totnes.
114	145	15	15	–	32	–	83	2,312	471	1,841	400	3	10	–	1,294	86	38	13	–	–	19	13	DORSETSHIRE.
8	8	–	–	–	–	–	8	37	10	27	11	–	–	–	16	–	–	–	–	–	–	–	Blandford.
5	5	1	–	–	–	–	4	109	22	87	53	–	–	2	23	2	4	3	–	–	–	–	Dorchester.
13	13	3	–	–	–	–	10	195	62	133	31	–	1	–	69	4	2	26	–	–	–	–	Poole.
13	11	2	–	–	2	–	10	174	54	120	42	2	4	–	69	4	1	–	–	–	–	–	Weymouth.
393	469	57	15	6	41	–	287	4,512	1,062	3,450	1,073	4	17	13	2,187	146	13	1	14	13	17	17	GLOUCESTERSHIRE.
295	211	18	30	1	–	–	135	5,469	2,926	2,543	627	–	42	25	1,736	89	24	–	–	–	–	–	Bristol.
507	430	106	52	–	31	–	241	4,563	1,046	3,517	1,285	2	6	–	1,953	64	150	59	–	–	40	37	HAMPSHIRE.
4	3	1	–	–	–	–	2	119	21	98	21	–	–	–	59	–	18	–	–	–	–	–	Basingstoke.
21	26	7	–	–	1	–	15	166	65	101	17	–	–	–	81	1	2	–	–	–	–	–	Newport, Isle of Wight.
381	144	20	19	–	4	–	101	1,786	566	1,220	832	–	9	–	366	11	1	1	–	–	–	–	Portsmouth.
57	50	2	1	–	9	–	38	1,270	460	810	347	–	1	–	388	13	32	29	–	–	–	–	Southampton.
17	26	5	–	7	7	–	7	127	23	104	70	4	2	–	26	4	2	–	–	–	–	–	Winchester.
151	126	31	2	–	22	–	71	1,807	585	1,222	236	5	2	–	744	30	2	208	17	9	5	4	HEREFORDSHIRE.
43	26	4	3	–	–	–	19	676	275	401	–	–	–	–	325	6	–	70	–	–	–	–	Hereford.
8	8	2	2	–	–	–	4	229	108	121	48	–	1	–	60	11	–	1	–	–	2	2	Leominster.
809	432	58	20	4	32	–	318	4,151	858	3,293	1,129	18	1	1	1,726	87	237	112	–	–	23	17	KENT.
17	17	–	–	–	–	–	17	254	92	162	109	–	1	–	12	5	35	–	–	–	–	–	Canterbury.
17	15	4	1	–	3	–	7	159	106	53	11	–	–	–	36	4	2	–	–	–	–	–	Deal.
24	28	4	–	3	–	–	21	466	201	265	127	2	1	–	116	9	12	–	–	–	–	–	Dover.
6	6	–	–	–	–	–	6	108	24	84	29	–	–	–	44	3	5	3	–	–	–	–	Faversham.
7	7	–	–	–	–	–	7	118	51	67	29	–	–	–	33	–	5	–	–	–	–	–	Folkestone.
72	80	8	4	–	3	–	15	875	299	576	222	–	–	–	303	2	49	–	–	–	–	–	Gravesend.
–	–	–	–	–	–	–	–	20	8	12	2	–	–	–	10	–	–	–	–	–	–	–	Hythe.

RETURN of Public, Beer, Cider, and Refreshment Houses with Wine Licenses, and the Number of Vagrants Relieved through the Aid of the Police;

Consecutive Number.	COUNTIES AND BOROUGHS.	Public Houses.		Beer Houses.		Cider Houses only.		Refreshment Houses with Wine Licenses.		Tramp or Low Lodging Houses.		Number of Tramps found in the Low Lodging Houses on the Government Return Night.				Number of Unions in which the Police act as Assistant Relieving Officers of Vagrants in Counties.	Number of Vagrants Sheltered or Provided with Lodgings through the Instrumentality of the Police during the Year.							Number of Counties and Boroughs in which the Police grant Food as well as Shelter.
		Number of Houses.	Number Convicted during the Year.	Number of Houses.	Number Convicted during the Year.	Number of Houses.	Number Convicted during the Year.	Number of Houses.	Number Convicted during the Year.	Number of Houses.	Number Convicted during the Year.	Men.	Women.	Children.	TOTAL.		At Places in charge of the Police.	Sent to Lodging Houses.	Sent to the Unions.	Men.	Women.	Children.	GROSS TOTAL.	
	ENGLAND—*continued.*																							
	KENT—*continued.*																							
50	Maidstone	76	1	114	2	–	–	3	–	9	–	29	5	1	35	–	1,461	–	–	734	443	284	1,461	–
51	Margate	64	2	3	1	–	–	6	–	1	–	9	3	4	16	–	–	–	–	–	–	–	–	–
52	Ramsgate	74	3	26	–	–	–	5	–	4	–	26	13	9	48	–	–	–	–	–	–	–	–	–
53	Rochester	82	2	37	1	–	–	4	–	5	–	29	16	10	55	–	–	–	–	–	–	–	–	–
54	Sandwich	31	3	4	–	–	–	–	–	–	–	8	3	4	15	–	–	–	–	–	–	–	–	–
55	Tenterden	6	–	6	–	–	–	–	–	3	–	–	–	–	–	–	–	–	1,537	1,068	244	225	1,537	–
56	Tunbridge Wells	34	1	44	4	–	–	2	–	5	–	63	27	42	132	–	14	12	1,962	1,512	243	233	1,988	Food granted.
57	MONMOUTHSHIRE	580	71	424	104	17	–	4	–	48	–	74	36	–	110	3	–	6,754	3,108	8,639	717	506	9,862	Food in one
58	Monmouth	63	3	2	–	1	–	–	–	11	–	15	9	–	24	–	–	–	2,721	2,330	220	171	2,721	Union.
59	Newport	90	14	120	40	–	–	6	–	13	–	121	39	23	183	–	–	–	8,671	7,513	661	497	8,671	–
																								–
60	SOMERSETSHIRE	963	21	851	70	32	3	9	–	57	–	236	122	137	495	5	–	122	2,718	2,301	356	183	2,840	–
61	Bath	179	8	113	8	–	–	10	–	8	–	19	5	3	27	–	5,779	1,534	–	6,175	715	423	7,313	Food granted.
62	Bridgewater	62	–	46	4	–	–	4	–	3	–	125	14	10	149	–	15	84	1,457	1,323	127	106	1,556	–
63	*Chard	12	–	6	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
64	SURREY	517	10	284	12	–	–	5	–	23	–	158	124	94	376	2	–	911	3,936	3,449	726	672	4,847	–
65	Godalming	13	2	9	1	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
66	Guilford	43	–	24	2	–	–	1	–	3	–	25	20	1	46	–	–	–	–	–	–	–	–	–
67	Reigate	39	–	41	–	–	–	–	–	6	–	–	–	–	–	–	–	–	2,320	1,766	339	215	2,320	–
68	SUSSEX, EAST	387	7	281	9	–	–	9	–	17	–	211	111	133	455	5	1,063	144	9,155	6,600	1,878	1,884	10,362	Food granted.
69	Brighton	255	8	282	10	–	–	18	–	43	–	155	53	22	230	–	–	–	–	–	–	–	–	–
70	Hastings	84	5	67	8	–	–	7	–	6	–	32	45	23	100	–	–	–	–	–	–	–	–	–
71	Hove	19	–	18	–	–	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
72	Rye	25	2	4	–	–	–	–	–	4	–	6	3	14	23	–	297	5	–	164	73	65	302	Food granted.
73	SUSSEX, WEST	361	5	228	12	–	–	13	–	12	–	119	45	61	225	7	–	–	8,609	6,708	1,001	900	8,609	–
74	Arundel	12	–	9	–	–	–	–	–	3	–	–	–	–	–	–	2,047	47	–	1,557	335	202	2,094	–
75	Chichester	50	2	35	1	–	–	–	–	7	–	50	15	7	72	–	–	–	–	–	–	–	–	–
76	WILTSHIRE	682	8	383	14	–	–	9	–	26	–	103	52	66	221	12	3,632	4,143	6,226	10,466	1,080	1,555	14,001	Food granted.
77	Salisbury	60	2	14	1	–	–	4	–	3	–	–	–	–	–	–	106	76	4,220	3,742	376	284	4,402	–
	WALES:																							
78	BRECONSHIRE	345	33	128	30	2	–	–	–	42	3	11	19	80	110	4	–	2,681	–	2,256	219	206	2,681	–
79	Brecon	61	3	1	–	–	–	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
80	CARDIGANSHIRE	361	2	30	3	–	–	–	–	39	–	76	22	18	116	1	307	1	1,995	2,156	104	43	2,303	Food granted.
81	CARMARTHENSHIRE	755	15	56	10	–	–	5	–	38	–	94	16	53	163	2	–	795	1,286	1,862	134	85	2,081	Food granted.
82	Carmarthen	107	1	–	–	–	–	–	–	5	–	20	9	–	29	–	–	–	–	–	–	–	–	–
83	GLAMORGANSHIRE	1,129	71	743	151	–	–	–	–	69	2	198	105	171	564	2	–	16,453	4,708	18,480	1,470	1,211	21,161	–
84	Cardiff	119	2	157	35	–	–	6	–	31	–	105	36	31	172	–	11,026	–	–	11,026	–	–	11,026	Food granted.
85	Neath	51	2	38	6	–	–	1	–	6	–	34	16	17	67	–	–	3,661	–	3,022	329	310	3,661	Food granted.
86	Swansea	327	–	82	–	–	–	6	–	28	–	98	17	23	138	–	–	–	2,855	2,402	336	117	2,855	–
87	PEMBROKESHIRE	491	13	25	–	–	–	2	–	29	–	38	14	15	67	3	–	1,136	796	1,677	172	83	1,932	Food granted.
88	Haverfordwest	76	3	–	–	–	–	2	–	5	–	17	6	7	30	–	–	1,018	–	751	156	111	1,018	Food granted.
89	Tenby	33	–	–	–	–	–	5	–	–	–	–	–	–	–	–	200	–	–	86	70	44	200	–
90	RADNORSHIRE	110	2	35	3	7	–	–	–	25	–	–	–	–	–	4	–	1,649	–	1,163	277	209	1,649	–
	TOTALS	17,713	705	11,883	1,165	212	5	517	3	1,107	9	4,996	2,333	1,892	9,221	– –	31,409	51,744	170,258	199,849	30,931	22,628	253,111	–

N.B.—The Boroughs marked thus * have rendered no returns of crime.

also, Return of Persons Apprehended and Proceeded Against for Indictable and other Offences during the Year—*continued.*

Return of Indictable Offences Committed during the Year ended 29th September 1868.								Return of Offences determined Summarily during the Year ended the 29th September 1868.										Salmon Fishing Act.		Poaching Act, 1862.		COUNTIES AND BOROUGHS.
Crimes Committed.	Apprehended.	Discharged		Bailed.	Bailed for Trial.	Committed for want of Sureties.	Committed for Trial.	Persons Proceeded against.	Discharged.	Convicted.	Committed, as under, to, viz.,				Fined.	To find Sureties or Recognizances.	Given up to the Army or Navy.	Other Punishments.	Number of Cases Reported.	Number of Cases obtaining Convictions.	Number of Cases Reported.	Number of Cases obtaining Convictions.	
		For want of Evidence.	For want of Prosecution.								Prison.		Reformatories.	Industrial Schools.								
											Prison.	Also to be Whipped.										
																						ENGLAND—*cont^d.*
																						KENT—*continued.*
72	27	13	2	–	3	–	9	228	56	172	94	–	–	–	58	2	18	–	–	–	–	–	Maidstone.
5	5	–	–	–	–	–	5	289	67	222	66	–	–	–	150	5	–	1	–	–	–	–	Margate.
32	14	–	5	–	–	–	9	262	38	224	100	–	–	–	120	3	–	1	–	–	–	–	Ramsgate.
9	9	–	–	–	3	–	6	311	140	171	85	–	–	–	46	–	40	–		–	–	–	Rochester.
4	4	–	–	–	–	–	4	43	3	40	17	–	–	–	15	3	2	3	–	–	–	–	Sandwich.
1	1	–	–	–	–	–	1	14	–	14	–	–	–	–	10	–	–	4	–	–	–	–	Tenterden.
24	19	2	3	–	2	–	12	265	31	234	96	6	2	–	118	10	3	5	–	–	–	–	Tunbridge Wells.
219	148	39	2	1	12	–	94	3,118	630	2,488	574	4	6	–	1,760	134	5	9	20	18	6	2	MONMOUTHSHIRE.
21	18	4	–	–	–	–	14	189	40	149	33	–	–	–	102	7	1	6	–	–	–	–	Monmouth.
121	121	42	–	–	19	–	63	1,653	506	1,147	330	–	–	–	680	65	2	70	1	1	–	–	Newport.
428	467	92	29	1	89	–	256	5,374	1,201	4,173	944	32	15	1	2,954	177	15	67	4	2	29	22	SOMERSETSHIRE.
204	123	22	17	–	5	–	–	1,139	379	760	503	–	12	11	145	71	4	14	–	–	–	–	Bath.
18	10	1	4	–	5	–	–	245	70	175	27	–	–	–	141	6	1	–	–	–	1	1	Bridgewater.
		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	Chard.
159	130	41	18	–	12	–	59	1,745	500	1,245	404	1	7	2	736	14	79	3	–	–	4	3	SURREY.
–	–	–	–	–	–	–	–	62	10	52	23	–	–	–	26	–	3	–	–	–	–	–	Godalming.
9	2	1	–	–	–	–	1	285	87	198	61	1	–	–	102	–	35	–	–	–	–	–	Guilford.
11	12	1	–	–	–	–	11	144	30	114	72	–	–	–	34	7	1	–	–	–	–	–	Reigate.
199	138	29	2	–	17	–	90	1,502	338	1,164	422	6	3	–	679	30	11	19	–	–	4	4	SUSSEX, EAST.
208	90	4	–	1	10	4	71	909	146	763	369	–	1	–	362	6	7	18	–	–	–	–	Brighton.
35	26	3	–	–	–	–	23	453	135	318	129	–	3	–	172	10	4	–	–	–	–	–	Hastings.
6	5	–	–	–	–	–	5	55	16	39	16	–	–	–	20	2	1	–	–	–	2	2	Hove.
2	2	–	–	–	1	–	1	86	40	46	25	–	–	–	17	2	2	–	–	–	–	–	Rye.
155	135	24	11	–	10	–	90	985	164	821	386	–	1	–	422	5	7	–	–	–	3	3	SUSSEX, WEST.
2	2	–	–	–	–	–	2	12	6	6	3	–	–	–	3	–	–	–	–	–	–	–	Arundel.
20	20	7	1	–	2	–	10	151	55	96	43	–	–	–	42	6	4	1	–	–	1	1	Chichester.
165	150	24	1	–	14	1	110	2,166	636	1,530	669	8	12	–	769	74	6	–	–	–	2	2	WILTSHIRE.
12	12	6	–	–	–	–	6	228	98	130	53	7	–	–	62	11	4	–	–	–	–	–	Salisbury.
																							WALES:
79	68	27	5	–	5	–	31	1,220	290	930	94	–	–	–	595	45	2	194	44	38	25	19	BRECONSHIRE.
3	3		–	–	–	–	3	140	46	94	28	–	–	–	66	–	–	–	–	–	–	–	Brecon.
36	39	9	–	–	3	–	27	579	149	430	102	1	–	–	289	35	–	4	20	14	–	–	CARDIGANSHIRE.
58	57	25	5	3	9	–	15	1,748	326	1,422	151	–	1	–	675	39	–	556	38	25	3	1	CARMARTHENSHIRE.
4	2	–		–	2	–	–	211	109	102	34	–	–	–	61	4	3	–	–	–	–	–	Carmarthen.
569	471	116	41	2	26	–	286	5,079	1,898	3,181	570	13	11	2	2,357	57	6	178	38	36	–	–	GLAMORGANSHIRE.
113	111	37	3	–	–	–	71	2,485	1,197	1,288	730	2	2	1	436	21	3	95	–	–	–	–	Cardiff.
35	35	14	3	–	–	–	18	320	107	213	43	–	–	–	163	6	1	–	–	–	–	–	Neath.
85	47	18	12	–	–	–	17	1,300	532	768	312	–	3	–	387	32	2	32	–	–	–	–	Swansea.
68	60	17	9	–	2	–	32	943	224	719	120	–	–	–	404	28	4	163	17	16	–	–	PEMBROKESHIRE.
4	6	2	–	–	3	–	1	226	31	195	32	–	–	–	122	12	3	26	1	1	–	–	Haverfordwest.
	–	–	–	–	–	–	–	102	18	84	23	–	–	–	61	–	–	–	–	–	–	–	Tenby.
31	30	11	1	–	2	–	16	467	131	336	46	1	–	–	218	7	–	65	18	10	2	2	RADNORSHIRE.
7,186	5,843	1,184	399	39	541	7	3,673	79,986	23,390	56,596	17,240	*182	200	64	33,963	1,711	993	2,425	281	228	218	178	TOTAL.

* The whipped are included in the number sent to prison.

REPORTS of the INSPECTORS of CONSTABULARY for the Year ended 29th September 1868, made to Her Majesty's Principal Secretary of State, under the Provisions of the Statute 19 & 20 Vict. c. 69.

(Presented in Pursuance of Act of Parliament.)

Ordered, by The House of Commons, *to be Printed,*
19 *February* 1869.

[*Price* 2 *s.* 4 *d.*]

22.

Under 20 *oz.*

POLICE (SCOTLAND).

ELEVENTH REPORT

OF

HER MAJESTY'S INSPECTOR OF CONSTABULARY OF SCOTLAND;

For the Year ended 15th March 1869.

(PRESENTED PURSUANT TO ACT OF PARLIAMENT.)

Ordered, by The House of Commons, *to be Printed,*
28 *May* 1869.

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ELEVENTH REPORT of Colonel *John Kinloch*, Her Majesty's Inspector of the Constabulary of *Scotland*, for the Year ending 15th March 1869.

GENERAL REPORT.

To the Right Honourable *Henry Austin Bruce*, M.P., Her Majesty's Principal Secretary of State for the Home Department.

Sir, Logie, Kirriemuir, N.B., 28 April 1869. General Report.

I HAVE the honour to lay before you this, my Eleventh Annual Report, on the state and efficiency of the Police Forces of the counties and burghs in Scotland.

THE rates of pay and classification of constables are now, on the whole, in a satisfactory state, but in some cases, and in the small burghs in particular, they are below the average; in some forces the numbers admitted into the first and second classes are so limited that good men, quite entitled to promotion to a higher class, are kept waiting a long time for vacancies. Good men, the most promising in the force, sometimes leave the service under these circumstances, when, if the chief constable or superintendent had been able to add them to the number of a higher class, they might have been retained. Rate of pay and classification.

A removal of the limit of promotion from a lower to a higher class would be found most beneficial, and prove to be true economy; for the small additional expense of a higher class, to retain a good and experienced constable, is money better spent than the lower pay of the recruit, who requires a considerable time and amount of training to be worth his pay at all.

The counties of Ayr, Lanark, Sutherland, and Fife have increased their forces, and Renfrewshire has added two constables for the burgh of Glasgow; Forfarshire, two for Broughtyferry; and Berwickshire, Midlothian, Ross-shire, and Wigtownshire, one each.

The county forces are now generally complete as to numbers, but the eastern division of Renfrewshire is still weak for its increased population; and the Fifeshire force requires an addition for the burgh of St. Andrew's, if it continues united to that county.

No addition was made to the Stirlingshire force for the burgh of Falkirk, but that burgh has now been formed into a separate police district, and additional constables have been appointed at the beginning of the present police year.

The county and burgh of Cromarty have united, and maintain a force of two constables, which appears to be sufficient for so small a population of only 3,758.

Nine small burghs are still inefficient. The weak point in the police in Scotland is that of these small burghs; and some of those that are reported efficient in numbers are not so efficient as they might be if they were united with their respective counties (under the 61st section of the Act), as 21 burghs have now done; and those burghs in particular in which the head-quarters of the county constabulary are stationed, as in Bute, Clackmannanshire, Dumbartonshire, Elginshire, Forfarshire, Haddingtonshire, and Caithness-shire, &c. In the county of Bute, with only 16,331 inhabitants, the county force has seven men, and the burgh of Rothesay six; two police forces, each under a superior officer, of five and six men.

General Report.

In Clackmannanshire, with a population of 21,450, the county force has seven men and the burgh of Alloa four, each under a superior police officer!

In most cases the burghs might effect a saving of expense, in addition to insuring greater efficiency in their police, by uniting with their respective counties, but the only apparent reason for their continuing separate is merely to say "that they have a force of their own;" the ratepayers, who maintain these forces, suffer the loss, and without advantage to anyone.

These different forces do not co-operate so cordially in their police duties as they ought to do.

Station-houses.

Twelve new station-houses have been erected during the year in Lanarkshire, and afford accommodation to 22 married constables.

A new station has been provided at Maybole, in Ayrshire; one at Coldstream, in Berwickshire; one at Dunscore, in Dumfries-shire; and one at Ferry Port-on-Craig, in Fifeshire.

Superannuation fund.

I have for the last 11 years reported my opinion that a superannuation fund should be established for the police officers and constables in Scotland. The Select Committee of the House of Lords on "Scotch Police Systems," of which the Earl of Minto was Chairman, reported in favour of a superannuation fund being formed. Dr. Farr gave much useful and valuable evidence on the subject of such an institution for England. I consider that the same system, if adopted, should be applied to Scotland as well. I do not propose any particular plan or system, but leave the question to the Legislature and Government.

In Kincardineshire the lives of the constables are insured, paid half by the county and half by the members of the force, so that at the age of 55 the insured receive 70 *l.*, or, in the event of their death, it goes to their widows and families, or other heirs.

The only superannuation fund in Scotland is that at Greenock, which is a good one as far as it goes, but it is on too small a scale (for about 100 men) to afford much relief to those who are superannuated.

An inspector was murdered on the 1st of January last by a man whom he was in the act of apprehending. His widow and family received 110 *l.* from the superannuation fund of the burgh, 100 *l.* from the police board, and 100 *l.* from the harbour trust; a subscription was also raised in the other police forces in the country.

A considerable number of the constables in Scotland have joined the "Police Mutual Assurance Association" in England.

Returns of crimes and offences, &c.

Chief constables of counties and superintendents of burghs make up annual returns of crimes and offences committed in their respective localities, the number of vagrants reported, and the various police duties performed by the forces under their command during the year.

These returns are prepared at different times; some on 29th September, when similar returns are rendered to the sheriffs for the Lord Advocate; some on the 31st December, others on the 15th March (the end of the police year under the Act 20 & 21 Vict. c. 72), while some delay till the 15th May.

I beg to recommend that one date should be fixed for all such returns to be made up; perhaps the 31st December might be as convenient as any; it would include all details of the current year.

Salmon-fishing protection.

The convictions of breaches of the "Tweed" and other Salmon Fishing Acts have been 48 less than last year, and the fines and expenses were 638 *l.* 2 *s.* less.

General Report.

Counties.	Rivers.	Persons Convicted.	Fines and Expenses.
			£. s. d.
1. Berwickshire -	Tweed and its tributaries.	46	138 – –
2. Peeblesshire -		53	150 17 2
3. Roxburghshire -		93	492 13 10
4. Selkirkshire - -		27	51 15 –
		219	£. 833 6 –
1867–68 -	- - - -	263	1,497 16 –
	Decrease - - -	44	£. 664 10 –
5. Dumfriesshire -	Esk, Annan, and Solway.	46	£. 156 5 –
1868–69 - -	- - - -	50	129 17 –
	Decrease - - -	4	—
	Increase - - -	- -	£. 26 8 –
	Total Decrease - -	48	£. 638 2 –

"Police Gazette," for Scotland.

The establishment of a "Police Gazette" for circulating amongst the constabulary in the country information of thefts, robberies, and other crimes, is much required in Scotland. Both England and Ireland have their Police Gazettes, why not Scotland also.

The Select Committee of the House of Lords on "Scotch Police Systems" last year recommended that the establishment of a "Police Gazette" for Scotland should be carried into effect. The expense would be small, considering the great assistance it would be to the constabulary in the detection of crime and recovery of stolen property.

Weights and measures.

The counties of Clackmannan and Elgin have placed the inspection of weights and measures under the constabulary, as is now very general in Scotland.

Vagrancy.

The evil of vagrancy is loudly complained of from one end of Scotland to the other. The term "vagrant" has not been legally defined; there is no "Vagrancy Act" as in England, but the term "vagrant" is generally applied to tinkers, gipsies, muggers, unlicensed hawkers, and all persons who live by begging, or have no apparent profession, calling, or means of supporting themselves.

The police have very little power over them. The "Trespass Act" of 1865 is easily and frequently evaded by persons giving leave to vagrants and wandering people to lodge in or on their premises.

The county police enter in their diaries all persons as above described as "vagrants." At page 9, will be found a Return of the number of cases of vagrancy returned by the police, as reported to me by the chief constables in their several counties, by which it appears that there were nearly 6,000 (5,962) more than the year before (which was an increase of 12,702), making an increase of 18,664 cases in the last two years, or an average of 9,332 a year.

The fluctuations and changes in the annual number of vagrants reported cannot be satisfactorily accounted for. There appears last year to have been an increase in 19 counties and a decrease in 13.

General Report.

There was a slight decrease last year (178) in the number of children reported under 14 years of age, but their number is still very great, 13,584, or taking them at one-third of the number of cases reported, which is as near the truth as can be estimated, there are 4,528 juvenile vagabonds, with little or no education, brought up as professional mendicants and "tramps."

The number of females is also very large, 20,756, or 6,918 (nearly 7,000), taking them at one-third of the number of cases. Vagrancy must be a profitable trade to those who pursue it, and its apparent vicissitudes and hardships are in reality made up, for it is well known that these people live far better than not only the paupers, supported by the enforced charity of the poor laws, but better than many of our honest and industrial classes.

Vagrancy has long been acknowledged as a difficult subject for legislation; it is not on that account less worthy of consideration, and of an attempt being made to effect a remedy for such a generally admitted evil.

At Dunbar and Haddington, in the county of East Lothian, there are "tramp houses" where vagrants are received and lodged for the night, and men, women, and children are provided with a ration of bread and water, evening and morning, and in cold weather a comfortable fire in their lodging room.

This accommodation is a trifling expense to the county, while, in addition to affording some relief to a class, though not much deserving it, enables the police to see and know who the vagrants are, and they are then passed out of the bounds of the county.

If all other counties would establish tramp houses, they would confer a mutual benefit on each other.

In England, at Oswestry (in Shropshire), a tramp house has been established, where the vagrants are lodged in return for labour performed, and without payment; such a system might be attended with advantage in Scotland, and at a trifling expense, if any; perhaps there might be even a profit on the work, as at Oswestry, on its first experiment.

Clothing and equipments.

The clothing and equipments of the police forces are in general serviceable and good enough, though there are a few exceptions, but I consider they might with advantage be still more uniform than they are at present.

The authorities of every police force, even of two, or only one man, decide on the style and quality of the uniform and equipments that are to be supplied. There is thus an unnecessary difference in the expense of the different outfits, when all might be made the same.

Police duties at the late general election.

During the late general election, for the contested seats in particular, the police were employed in the difficult and responsible duties of preserving order and keeping the peace, requiring much forbearance, tact, and temper, combined with firmness and decision.

The only official reports or opinions of the manner in which they performed these duties that have reached me are the following letter from Mr. Napier, the Sheriff of Dumfriesshire to the chief constable of that county, and the minute of the police committee, expressing their approval of his conduct on the occasion of the late contested election, and that of the other officers and constables who assisted under his orders, from the neighbouring counties of Ayr, Kirkcudbright, and Lanark, and the cities of Glasgow and Carlisle.

1st.—Letter from Mr. *Napier*, the Sheriff, to Mr. *Jones*, the Chief Constable of Dumfriesshire.

Dear Sir, New Club, Edinburgh, 3 April 1869.

I was very glad of the report to me that everything was quiet in town and country on the night after the election proceedings terminated.

My thanks, and in the Queen's name, are more especially due to yourself and to the police force under your command, for the admirable judgment with which you organised and distributed the force, and the most efficient, and at the same time unobtrusive manner in which the men followed out your instructions. I beg, when you have an opportunity, that you will make this known to the men, and accept my best thanks to yourself. To all

all this I mainly attribute the orderly manner in which the peace of the county was kept during some days of no small electioneering excitement, notwithstanding certain threatening letters, implying a very bad spirit abroad, addressed anonymously to some of the leading proprietors in the county, and which fully justified all the precautions that were taken. General Report.

I remain,
(signed) *Mark Napier*,
Sheriff of Dumfriesshire.

2nd.—EXCERPT from Minute of Quarterly Meeting of Police Committee of Dumfriesshire, held at Dumfries, the 14th day of April 1869.

THE Committee desire to express their thanks to the chief constable for his excellent arrangements and management and the conduct of the force throughout the county during the recent contested election, and through him to the superintendents from the adjoining counties and the cities of Glasgow and Carlisle, and the men under their charge respectively.

The number of officers and constables in counties amounts to 1,052 (being 31 more than the year before), or one to 1,750 inhabitants, and in burghs to 1,878 (being an increase of 17) or one to 623; total, 2,930, or one to 1,023, according to the Census of 1861 (excluding the county of Orkney and Shetland).

I have, &c.
(signed) *John Kinloch*,
Her Majesty's Inspector of the Constabulary of Scotland.

LIST of BURGHS that have United with their respective Counties, in Terms of the 61st Section of the Act 20 & 21 Vict. c. 72.

No.	BURGH.	COUNTY.	Population in 1861.	REMARKS
1	Burntisland	Fife	3,146	Royal Burgh.
2	Campbeltown	Argyle	6,042	- ditto.
3	Cromarty	Cromarty	1,491	ditto.
4	Cupar	Fife	5,029	- ditto.
5	Dingwall	Ross	2,084	- ditto.
6	Dysart	Fife	8,067	- ditto.
7	Forres	Elgin	3,508	- ditto.
8	Fraserburgh	Aberdeen	3,130	Burgh of Barony.
9	Huntly	Ditto	3,000	- ditto.
10	Inverurie	Ditto	2,400	Royal Burgh.
11	Jedburgh	Roxburgh	3,429	- ditto.
12	Lanark	Lanark	5,384	- ditto.
13	Kirkcaldy	Fife	10,851	- ditto.
14	Maybole	Ayr	4,114	Burgh of Barony.
15	Musselburgh	Edinburgh	7,422	Royal Burgh.
16	Nairn	Nairn	3,437	- ditto.
17	Port Glasgow	Renfrew	7,214	- ditto.
18	Portobello	Edinburgh	4,366	Burgh of Barony.
19	Rutherglen	Lanark	8,474	Royal Burgh.
20	St. Andrews	Fife	5,176	- ditto.
21	Wishaw	Lanark	7,567	Burgh by adoption of Police Act.

LIST of BURGHS that have Merged into their respective Counties, and been formed into separate Police Districts, in Terms of the 58th Section of the Statute.

No.	BURGH.	COUNTY.	Population in 1861.	REMARKS.
1	Peterhead	Aberdeen	7,519	Royal Burgh.
2	Thurso	Caithness	2,400	Burgh of Barony.

CITIES and BURGHS reported Efficient, above 5,000 Inhabitants.

No.	CITIES AND BURGHS.	COUNTIES.	Population in 1861.	No.	CITIES AND BURGHS.	COUNTIES.	Population in 1861.
1	Aberdeen	Aberdeen	62,000	17	Greenock	Renfrew	42,100
2	Airdrie	Lanark	12,918	18	Hamilton	Lanark	10,686
3	Alloa	Clackmannan	6,440	19	Hawick	Roxburgh	10,684
4	Arbroath	Forfar	17,657	20	Johnstone	Renfrew	7,007
5	Ayr	Ayr	8,210	21	Kilmarnock	Ayr	20,698
6	Brechin	Forfar	7,180	22	Kirkintilloch	Dumbarton	7,486
7	Dumbarton	Dumbarton	8,253	23	Leith	Edinburgh	33,628
8	Dumfries	Dumfries	10,440	24	Maryhill	Lanark	5,225
9	Dundee	Forfar	90,425	25	Montrose	Forfar	14,563
10	Dunfermline	Fife	13,504	26	Paisley	Renfrew	47,419
11	Edinburgh	Edinburgh	168,098	27	Partick	Lanark	10,917
12	Elgin	Elgin	7,543	28	Perth	Perth	23,000
13	Forfar	Forfar	9,258	29	Rothesay	Bute	7,122
14	Galashiels	Selkirk	6,424	30	Stirling	Stirling	13,714
15	Glasgow	Lanark	403,276	31	Stranraer	Wigtown	6,274
16	Govan	ditto	12,092				

BURGHS reported Efficient, under 5,000 Inhabitants.

No.	BURGH.	COUNTY.	Population in 1861.
1	Annan	Dumfries	3,473
2	Banff	Banff	3,939
3	Dunbar	Haddington	3,796
4	Haddington	Ditto	3,897
5	Helensburgh	Dumbarton	4,749
6	Renfrew	Renfrew	3,731

BURGH reported Inefficient, above 5,000 Inhabitants.

No.	BURGH.	COUNTY.	Population in 1861.
1	Inverness	Inverness	12,499

BURGHS reported Inefficient, under 5,000 Inhabitants.

No.	BURGH.	COUNTY.	Population in 1861.
1	Ardrossan	Ayr	2,951
2	Blairgowrie	Perth	3,600
3	Kelso	Roxburgh	4,309
4	Kirriemuir	Forfar	3,425
5	Macduff	Banff	3,067
6	Maxwelltown	Kirkcudbright	3,646
7	Newburgh	Fife	2,300
8	Pulteneytown	Caithness	5,000
9	Wick	Caithness	2,000

RETURN of Vagrants, Tinkers, and Unlicensed Hawkers, reported by the Constabulary in their respective Counties during last Year, to 15th March 1869.

COUNTIES.	Number.	Males.	Females.	Children.	Increase Since last Year.	Decrease Since last Year.	REMARKS.
1. Aberdeen	538	199	171	168	–	100	
2. Argyle	2,112	723	577	812	–	140	
3. Ayr	14,572	9,197	4,877	498	2,045	–	
4. Banff	340	145	117	78	–	32	
5. Berwick	608	345	132	131	–	56	
6. Bute	159	49	77	33	114	–	
7. Caithness	768	486	195	80	129	–	
8. Clackmannan	407	114	108	185	–	63	
9. Cromarty	25	14	5	6	25	–	
10. Dumbarton	2,690	936	789	965	1,070	–	
11. Dumfries	7,725	3,749	1,739	2,237	–	952	
12. Edinburgh	1,524	562	506	456	–	218	
13. Elgin or Moray	936	379	255	302	226	–	
14. Fife	6,867	2,972	2,564	1,331	2,253	–	
15. Forfar	3,243	1,593	1,362	288	989	–	
16. Haddington	2,019	1,525	270	224	565	–	
17. Inverness	1,389	585	339	465	285	–	
18. Kincardine	547	182	191	174	99	–	
19. Kinross	642	332	169	141	157	–	
20. Kirkcudbright	1,570	1,041	406	123	–	249	
21. Lanark	3,361	1,409	1,001	951	161	–	
22. Linlithgow	2,407	1,383	592	432	1,433	–	
23. Nairn	312	145	80	87	33	–	
24. Peebles	858	355	277	226	–	1,179	
25. Perth	4,483	1,412	1,364	1,707	159	–	
26. Renfrew	1,117	247	664	206	–	15	
27. Ross	476	310	147	19	177	–	
28. Roxburgh	1,548	993	279	276	–	237	
29. Selkirk	1,240	650	515	75	284	–	
30. Stirling	2,637	1,126	761	750	–	1,007	
31. Sutherland	322	167	70	85	34	–	
32. Wigton	601	371	157	73	–	28	
TOTAL	68,036	33,696	20,756	13,684	10,238	4,276	
Total Increase	5,962	–	–	178	Decrease.		

Appendix (A).

Rate of Pay of Officers, Serjeants, and Constables in the County Police Forces in *Scotland*.

COUNTIES.	Population in 1861.	Area in Square Acres.	Strength of Police Force.	Population to One Constable.	Officers, Serjeants, and Constables.						Pay of Officers per Annum.			Pay of Constables per Week.							REMARKS.
					Chief Constable.	Superintendents.	Inspectors.	Detectives.	Serjeants.	Constables.	Chief Constable.	Superintendents.	Inspectors.	Detectives.	Serjeants.		Constables.					
															1st Class.	2nd Class.	Merit Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	
											£.	£. s. d.	£. s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1. Aberdeen	159,569	1,270,740	79	2,019	1	1	7	–	6	64	[1] 350	143 – –	83 4 – / 72 – –	–	25 –	24 –	–	20 6	19 –	17 6	–	16 –	[1] And 50 *l.* for travelling expenses.
2. Argyle	79,724	2,083,126	46	1,733	1	2	2	1	3	37	[1] 200	91 5 – / 82 2 6	73 – –	23 4	23 4	–	–	21 –	19 3	17 6	–	–	[1] And travelling expenses, and keep of horse.
3. Ayr	167,103	650,156	97	1,722	1	5	3	5	11	72	[1] 400	115 – – / 95 – –	80 12 1 / 71 9 7	21 –	24 6	23 4	21 –	19 6	18 –	–	–	–	[1] And 50 *l.* for travelling expenses.
4. Banff	52,149	439,219	18	2,897	1	–	1	–	2	14	[1] 200	–	80 – –	–	25 –	23 4	–	19 6	18 6	17 6	–	–	[1] And 50 *l.* for horse and travelling expenses.
5. Berwick	36,613	309,375	24	1,525	1	1	1	1	3	17	[1] 250	[2] 80 – –	70 – –	24 –	24 –	–	22 –	21 –	19 6	18 –	17 6	–	[1] Including 50 *l.* for travelling expenses; [2] and free house, coals, and gas.
6. Bute	9,209	109,375	7	1,315	1	–	–	–	1	5	[1] 120	–	–	–	24 –	–	–	21 –	20 –	19 –	–	–	[1] And travelling expenses.
7. Caithness	42,00	455,708	18	2,333	1	–	–	–	2	15	[1] 200	–	–	–	25 –	23 4	–	18 6	17 6	–	–	–	[1] Including travelling expenses.
8. Clackmannan-	15,010	29,744	7	2,144	1	–	–	–	1	5	150	–	–	–	23 4	–	–	21 –	19 –	17 6	–	–	—
9. Cromarty	3,758	Included in Ross-shire.	2	1,879	1	–	–	–	–	2	20	–	–	–	–	–	–	–	–	17 6	–	–	—
10. Dumbarton	31,566	189,844	22	1,435	1	1	1	–	2	17	[1] 200	80 12 1	71 9 7	–	24 –	–	–	20 –	18 6	17 6	–	–	[1] And 28 *l.* for travelling expenses.
11. Dumfries	61,983	722,813	32	1,936	1	1	2	1	3	24	400	110 – –	72 16 –	22 9	25 1	23 4	–	19 10	18 –	–	–	–	—
12. Edinburgh	72,248	254,300	47	1,537	1	1	4	–	4	37	[1] 400	100 – –	75 – –	–	26 3	23 11	21 –	19 10	18 1	17 6	–	–	[1] Including 50*l.* for a horse.
13. Elgin or Moray	35,152	340,000	15	2,343	1	–	–	–	2	12	[1] 200	–	–	–	25 –	23 6	–	20 6	19 –	17 6	–	–	[1] And 10 *l.* for travelling expenses.
14. Fife	138,967	322,031	63	2,205	1	1	4	–	4	53	[1] 250	91 – –	72 16 –	–	23 4	–	–	20 6	19 –	17 6	–	–	[1] And 50 *l.* for travelling expenses.
15. Forfar	61,917	568,750	34	1,821	1	2	2	–	4	25	[1] 300	97 6 8 / 91 5 –	73 – –	–	24 6	–	22 2	21 –	19 10	18 8	17 6	–	[1] Including 50 *l.* for a horse.
16. Haddington	29,941	185,937	26	1,151	1	1	–	1	3	20	250	85 – –	–	24 –	24 –	–	22 –	21 –	19 6	18 –	17 6	–	[1] Including 50 *l.* for horse or travelling expenses.
17. Inverness	76,389	2,723,501	37	2,064	1	1	3	–	2	30	250	82 3 6	73 – –	–	23 4	–	–	19 10	18 8	17 6	–	–	—
18. Kincardine	34,466	252,250	16	2,152	1	–	–	–	3	12	165	–	–	–	24 6	23 4	–	20 6	19 –	17 6	–	–	—
19. Kinross	7,977	49,531	5	1,595	1	–	–	–	–	4	105	–	–	–	–	–	–	20 –	17 6	–	–	–	—
20. Kirkcudbright	38,849	610,734	18	2,158	1	1	–	–	2	14	[1] 225	82 – –	–	–	[2] 23 6	–	–	[2] 20 –	18 6	–	–	–	[1] And expenses; [2] and free houses.
21. Lanark	176,452	593,680	165	1,069	1	5	8	–	17	134	[1] 450	[2] 190 – –	78 – –	–	24 –	–	21 –	19 –	18 –	–	–	–	[1] Including horse and 31 *l.* 10*s.* for travelling expenses; [2] including keep of a horse.
22. Linlithgow	38,645	64,375	21	1,840	1	1	1	–	1	17	[1] 200	80 7 8	71 5 8	–	23 4	–	20 6	19 –	17 6	–	–	–	[1] Including 30 *l.* for a horse.
23. Nairn	10,065	137,500	6	1,677	1	–	–	–	1	4	125	–	–	–	23 4	–	–	18 6	–	–	–	–	—
24. Peebles	11,408	226,488	8	1,426	1	–	–	–	1	6	200	–	–	–	24 –	–	–	20 –	18 –	–	–	–	—
25. Perth	106,900	1,814,063	56	1,908	1	2	2	2	7	42	[1] 300	81 – –	71 10 –	23 –	25 –	23 4	–	21 –	19 –	17 6	–	–	[1] Including 50 *l.* for travelling expenses.
26. Renfrew	77,304	150,000	45	1,717	1	1	4	1	7	31	250	88 7 8	80 16 – / 72 16 –	33 –	25 –	23 4	–	20 –	18 –	–	–	–	—
27. Ross	77,648	2,016,375	29	2,677	1	2	1	–	3	22	[1] 250	80 12 1	71 9 7	–	23 4	–	–	19 –	18 –	17 6	–	–	[1] And 30 *l.* for horse and travelling expenses.
28. Roxburgh	39,114	460,938	36	1,086	1	1	1	–	4	29	[1] 300	[2] 100 – –	71 9 7	–	23 4	–	–	21 –	20 –	18 –	16 –	–	[1] Including 40*l.* for a horse; [2] and 25*l.* for house rent and clothing.
29. Selkirk	7,449	170,313	8	931	1	–	1	–	–	7	100	–	71 5 8	–	–	–	–	20 –	18 –	–	–	–	—
30. Stirling	78,212	295,875	35	2,120	1	2	–	–	5	27	215	85 – –	–	–	23 4	–	–	19 6	18 –	17 6	–	–	—
31. Sutherland	25,246	1,207,188	11	2,295	1	–	–	–	1	9	[1] 210	–	–	–	25 –	–	–	20 6	19 –	17 6	–	–	[1] Including keep of horse.
32. Wigton	38,115	327,815	17	2,242	1	1	–	–	1	14	[1] 150	[2] 65 – –	–	–	[2] 22 –	–	–	20 –	17 –	–	–	–	[1] And 35 *l.* for horse and travelling expenses; [2] and free houses.
			1 constable between Fifeshire and Kinross-shire.																				
			1 ditto between Forfarshire and Perthshire.																				
Total	1,841,148	– –	1,052	1,750																			

Appendix (B).

Rate of Pay of Officers, Serjeants, and Constables in the Burgh Police Forces in *Scotland*.

No.	BURGHS.	COUNTY.	Population in 1861.	Strength of Police Force.	Population to One Constable.	Officers and Constables.							Pay of Officers per Annum.				Pay of Constables per Week.							REMARKS.
						Chief Constable.	Superintendents.	Lieutenants.	Inspectors.	Detectives.	Serjeants.	Constables.	Chief Constable.	Superintendents.	Lieutenants.	Inspectors.	Detectives.	Serjeants.		Constables.					
																		1st Class.	2nd Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	
													£.	£. s. d.	£. s.	£. s.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1	Aberdeen	Aberdeen	62,000	89	696	–	1	2	2	2	6	76	–	250 – –	105 – / 75 –	65 –	24 –	23 –	21 –	19 –	17 6	16 –	–	–	
2	Airdrie	Lanark	12,918	11	1,174	–	1	–	1	1	1	7	–	140 – –	–	67 12	19 6	23 –	–	19 6	18 –	17 –	–	–	
3	Alloa	Clackmannan	6,440	4	1,610	–	1	–	–	–	1	2	–	75 – –	–	–	–	17 6	–	17 –	17 –	–	–	–	
4	Annan	Dumfries	3,473	2	1,736	–	1	–	–	–	–	1	–	52 – –	–	–	–	–	–	17 6	–	–	–	–	
5	Arbroath	Forfar	17,657	16	1,103	–	1	–	–	–	3	12	–	175 – –	–	–	–	23 6	22 6	19 6	18 6	17 6	–	–	
6	Ardrossan	Ayr	2,951	1	2,951	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	
7	Ayr	Ayr	8,219	10	821	–	1	–	–	–	2	7	–	100 – –	–	–	–	21 –	–	17 6	16 6	–	–	–	
8	Banff	Banff	3,939	3	1,313	–	1	–	–	–	–	2	–	75 18 6	–	–	–	–	–	16 –	–	–	–	–	
9	Blairgowrie	Perth	3,600	2	1,800	–	1	–	–	–	–	1	–	52 – –	–	–	–	–	–	16 6	–	–	–	–	
10	Brechin	Forfar	7,180	6	1,196	–	1	–	–	–	1	4	–	75 – –	–	–	–	21 6	–	18 –	17 –	–	–	–	
11	Dumbarton	Dumbarton	8,253	7	1,179	–	1	–	–	–	1	5	–	125 – –	–	–	–	22 –	–	20 –	19 –	18 –	16 –	–	
12	Dumfries	Dumfries	10,440	10	1,044	–	1	–	–	–	1	8	–	115 – –	–	–	–	21 –	–	20 –	19 –	18 –	–	–	
13	Dunbar	Haddington	3,796	3	1,265	–	1	–	–	–	–	–	–	[1]65 – –	–	–	–	–	–	18 –	–	–	–	–	[1] And free house.
14	Dundee	Forfar	90,425	128	706	–	1	2	5	6	8	106	–	[1]325 – –	110 – / 85 –	78 – / 72 16 / 62 12	25 – / 20 – / 18 6	24 –	23 –	20 –	18 6	17 –	–	–	[1] And free house.
15	Dunfermline	Fife	13,504	9	1,500	–	1	–	–	–	1	7	–	140 – –	–	–	–	23 –	–	19 –	18 –	–	–	–	
16	Edinburgh	Edinburgh	168,098	341	490	–	1	4	3	10	19	290	–	[1]450 – –	[1]175 – / [1]120 – / 140 – / 130 –	160 – / 140 – / 110 –	38 – / 36 – / 31 –	25 –	–	22 –	21 –	20 –	19 –	18 –	[1] And free houses.
17	Elgin	Elgin	7,543	6	1,257	–	1	–	–	–	1	4	–	100 – –	–	–	–	20 –	–	18 –	16 –	–	–	–	
18	Forfar	Forfar	9,258	7	1,322	–	1	–	–	–	1	5	–	100 – –	–	–	–	21 –	–	18 –	17 –	–	–	–	
19	Galashiels	Selkirk	6,944	6	1,157	–	1	–	–	–	1	5	–	91 6 –	–	–	–	22 6	–	19 6	18 6	–	–	–	

Appendix (B).—Rate of Pay of Officers, Serjeants, and Constables in the Burgh Police Forces in *Scotland*—continued.

No.	BURGHS.	COUNTY.	Population in 1861.	Strength of Police Force.	Population to One Constable.	Officers and Constables.							Pay of Officers per Annum.					Pay of Constables per Week						REMARKS.
						Chief Constable.	Superintendents.	Lieutenants.	Inspectors.	Detectives.	Serjeants.	Constables.	Chief Constable.	Superintendents.	Lieutenants.	Inspectors.	Detectives.	Serjeants.		Constables.					
																		1st Class.	2nd Class.	1st Class.	2nd Class.	3rd Class.	4th Class.	5th Class.	
													£.	£. s. d.	£. s.	£. s.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
20	Glasgow -	Lanark - -	403,276	813	496	1	7	20	25	25	50	685	600	300 – – / 180 – –	120 – / 70 –	110 – / 60 –	[1]37 / 25	25 –	24 / 23	22 –	21 –	20 –	18 –	16 –	[1] And 6 *l.* per annum for clothing.
21	Govan - -	Lanark - -	12,092	14	863	–	1	–	1	–	2	10	–	160 – –	–	72 16	–	25 –	23 –	21 –	20 –	19 –	18 –	–	
22	Greenock -	Renfrew -	42,100	104	404	–	1	4	3	2	9	85	–	250 – –	95 – / 90 – / 80 –	72 16	25	24 –	23 –	21 –	20 –	18 –	17 –	–	
23	Haddington -	Haddington -	3,897	3	1,299	–	1	–	–	–	–	2	–	70 – –	–	–	–	–	–	[1]19 6	[1]16 –	–	–	–	[1] And free houses and gas.
24	Hamilton -	Lanark - -	10,686	9	1,187	–	1	–	–	–	2	6	–	100 – –	–	–	–	21 6	–	18 6	16 6	–	–	–	
25	Hawick - -	Roxburgh -	10,684	9	1,187	–	1	–	–	–	2	6	–	120 – –	–	–	–	23 –	–	20 –	18 6	17 –	–	–	
26	Helensburgh -	Dumbarton -	4,749	7	678	–	1	–	–	–	1	5	–	120 – –	–	–	–	23 –	–	20 –	19 –	18 –	–	–	
27	Inverness -	Inverness -	12,499	13	961	–	1	–	–	–	3	9	–	[1]100 – –	–	–	–	21 –	19 –	18 –	17 –	–	–	–	[1] And free house.
28	Johnstone -	Renfrew - -	7,007	6	1,168	–	1	–	–	–	1	4	–	90 – –	–	–	–	22 6	–	20 –	19 –	18 –	–	–	
29	Kelso - -	Roxburgh -	4,309	3	1,436	–	1	–	–	–	–	2	–	62 – –	–	–	–	–	–	[1]16 –	–	–	–	–	[1] And 5 *l.* for house rent.
30	Kilmarnock -	Ayr - -	20,698	19	1,089	–	1	–	1	–	3	14	–	120 – –	–	[1]63 14	–	[1]24 –	[1]22	[1]21 –	[1]20 –	[1]18 –	[1]16 –	–	[1] And 1 *l.* each boot money.
31	Kirkintilloch -	Dumbarton -	7,486	4	1,871	–	1	–	–	–	1	2	–	70 – –	–	–	–	20 6	–	18 6	17 6	–	–	–	
32	Kirriemuir -	Forfar - -	3,425	1	3,425	–	–	–	–	–	–	–	–	80 – –	–	–	–	–	–	–	–	–	–	–	
33	Leith - -	Edinburgh -	33,628	64	525	–	1	–	1	3	8	51	–	250 – –	–	90 –	32	25 –	–	22 –	20 –	18 –	–	–	
34	Macduff -	Banff - -	3,067	2	1,533	–	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	15 –	–	–	
35	Maryhill -	Lanark - -	5,225	7	746	–	1	–	–	–	1	5	–	140 – –	–	–	–	23 –	–	20 –	19 –	18 –	17 6	–	
36	Maxwelltown -	Kirkcudbright	3,646	1	3,646	–	–	–	–	–	–	1	–	–	–	–	–	–	–	[1]20 –	–	–	–	–	[1] And free house, &c.
37	Montrose -	Forfar - -	14,563	15	970	–	1	–	–	–	3	11	–	120 – –	–	–	–	22 –	21 –	19 –	18 –	16 –	–	–	
38	Newburgh -	Fife - -	2,300	1	2,300	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	15 –	–	–	
39	Paisley - -	Renfrew -	47,419	44	1,078	–	1	1	1	–	4	37	–	200 – –	85 –	70 –	–	23 –	–	20 –	18 –	16 6	–	–	
40	Partick - -	Lanark - -	10,917	17	642	–	1	–	–	–	3	13	–	150 – –	–	–	–	24 –	23 –	21 –	20 –	18 –	–	–	
41	Perth - -	Perth - -	23,000	27	851	–	1	–	2	2	3	19	–	200 – –	–	65 –	22	22 –	–	19 –	17 6	16 –	–	–	
42	Pulteneytown -	Caithness -	5,000	3	1,666	–	1	–	–	–	–	2	–	52 – –	–	–	–	–	–	16 –	–	–	–	–	
43	Renfrew - -	Renfrew -	3,731	4	932	–	1	–	–	–	1	2	–	100 – –	–	–	–	[1]21 6	–	[1]16 9	[1]16 6	–	–	–	[1] And free houses.
44	Rothesay -	Bute - -	7,122	6	1,187	–	1	–	–	–	–	5	–	62 8 –	–	–	–	–	–	18 6	18 –	17 6	–	–	
45	Stirling - -	Stirling - -	13,714	14	979	–	1	–	–	–	2	11	–	[1]70 – –	–	–	–	21 –	19 –	18 –	16 –	–	–	–	[1] And 5 *l.* for house rent.
46	Stranraer -	Wigtown -	6,274	5	1,254	–	1	–	–	–	–	4	–	86 – –	–	–	–	–	–	18 –	–	–	–	–	
47	Wick - -	Caithness -	2,000	2	1,000	–	1	–	–	–	–	1	–	52 –	–	–	–	–	–	16 –	–	–	–	–	
		Total - -	1,171,152	1,878	623																				

John Kinloch.

COUNTIES.

No. 1.—Aberdeenshire.

Population in 1861	159,569
Area in acres	1,270,740
Strength of force	79
Population to each constable	2,019

One chief constable, one superintendent, seven inspectors, six serjeants, and 64 constables in three classes.

A constable is stationed at Balmoral, and paid by Her Majesty.

There has also been added a constable at New Deer, under 7th section of the Act, and paid by adjoining landed proprietors.

The burghs of Fraserburgh, Huntly, and Inverurie are united to the county under 61st section of the Act. Peterhead burgh is a separate police district, under 58th section of the Act, in which an inspector, a serjeant, and four constables are stationed. 21 of the officers and constables are appointed sheriff's officers.

The rate of pay continues the same as last year.

Six constables have resigned, five to obtain other situations, and one from bad health.

538 vagrants, 168 of them children, have been reported by the police, during the year, being 100 less than last year.

Twenty-eight persons have been convicted of breach of the "Trespass Act," and nine others were reprimanded.

The force has been maintained in a satisfactory state of efficiency and discipline.

No. 2.—Argyleshire.

Population in 1861	79,724
Area in acres	2,083,126
Strength of force	46
Population to each constable	1,733

One chief constable, two superintendents, two inspectors, one detective, three serjeants, and 37 constables in three classes.

The same as to numbers and rate of pay as last year.

The new police station at head quarters at Lochgilphead, with office and quarters for superintendent and constables is finished and occupied.

A new station is being built at Inverary. No alterations have yet been made in the station or lock-ups, at Dunoon, which require to be enlarged, to meet the increasing police duties of that populous separate district, including Inellan, Kirn, and Sandbank, which have recently been formed into a burgh, under the Act 25 & 26 Vict. cap. 101.

There have been six vacancies during the year, two deaths, three resignations, and one dismissal.

The burgh of Campbelltown is united to the county, under 61st section of the Act.

2,112 vagrants, 812 of them children, were reported by the police during the year, being 140 less than the year before.

The force is efficient.

Counties.

No. 3.—Ayrshire.

Ayrshire.

Population in 1861 - - - - - -	167,103
Area in acres - - - - - - -	650,156
Strength of force - - - - - -	97
Population to each constable - - - -	1,722

One chief constable, five superintendents, three inspectors and 11 serjeants, each in two classes, five detectives, and 72 constables in three classes.

The above includes two constables paid for by the burgh of Maybole, united to the county under the 61st section of the Act.

Six men have been added to the force during the year, a detective and five constables.

An additional superintendent has been appointed for the Cumnock division, and an inspector for office duty.

Four constables are employed on the railways being constructed in the county, under the Act 21 & 22 Vict. cap. 65, and paid by the respective companies.

There is also a clerk in the office at head quarters who is not a constable.

The constable employed by the "Girvan Salmon Fishery Board" has been discontinued.

Superintendents of divisions are supplied with horses, when required, by hiring.

The rate of pay of this force continues the same as last year.

"Good service pay" is granted after five years' service with good conduct, in addition to their ordinary pay; to superintendents, 2*s.* 3 *d.*; to inspectors and serjeants, 1 *s.* 9 *d.*; and to detectives and constables, 1 *s.* per week. There is also a merit class for constables at 21 *s.* per week.

There were 24 vacancies in the force during the year, 16 resignations, and two dismissals, five discharged as unfit for the service, and one death.

A new station has been erected at Maybole for a married superintendent, and two single constables, with spare room for extra men, when required; also an office, guard room, and three cells for prisoners, washhouse, and usual outhouses.

It is proposed to provide a new station at Muirkirk, a village rapidly increasing in size and population, in the Cumnock division.

14,572 vagrants, 498 of them children, were reported by the police, being 2,045 more than the year before.

This force has been maintained in a good state of efficiency and discipline.

This county is still encumbered with Newtown and Wallacetown, parts of the Parliamentary burgh of Ayr, to provide with police.

The burgh of Ardrossan still maintains its "burgh officer."

No. 4.—Banffshire.

Banffshire.

Population in 1861 - - - - - -	52,149
Area in acres - - - - - - -	439,219
Strength of force - - - - - -	18
Population to each constable - - - -	2,897

One chief constable, one inspector, two serjeants in two classes, and 14 constables in three classes.

The same as to numbers and pay as last year.

One constable resigned.

Ten of the serjeants and constables are provided with station-houses rent free.

There were 340 vagrants, 78 of them children, reported by the police during the year, being 32 less than the year before.

The force is efficient.

Counties.

No. 5.—Berwickshire.

Berwickshire.

Population in 1861	36,613
Area in acres	309,375
Strength of force	24
Population to each constable	1,525

One chief constable, one superintendent, one inspector, three serjeants, one detective, and 17 constables in five classes.

One constable has been added and is stationed at Coldstream.

Eleven men (one inspector, two serjeants, and eight constables) were employed permanently, and 10 extra during close time, to protect the salmon fishing on the Tweed and its tributaries, and on the sea coast.

Six constables were employed from August till February to enforce the game laws, and are paid by the landed proprietors who employ them.

One serjeant and two constables resigned.

A new police-station has been erected at Coldstream, with an office, two cells, and accommodation for four constables, but it was not finished at the time of my inspection.

Forty-six persons were convicted of salmon poaching, and fined to the amount of 138 *l.*, of whom 13 went to prison in default of payment, and two absconded.

Several boats and a large number of nets were seized by the police.

608 vagrants, 131 of them children, were reported by the police, being 56 less than the year before.

The force is efficient.

No. 6.—Buteshire.

Buteshire.

Population in 1861	9,209
Area in acres	109,375
Strength of force	7
Population to each constable	1,315

One chief constable, one serjeant, and five constables in three classes.

This force is the same, as to numbers and rate of pay, as last year.

The chief constable and three constables are stationed in Bute, a serjeant and constable in Arran and one constable in the island of Cumbrae.

A police-station is to be erected at Millport in Cumbrae.

The burgh of Rothesay, in Bute, still maintains a separate police force of its own of six men.

159 vagrants, 33 of them children, were reported by the police, being 114 more than the year before.

The force is efficient.

No. 7.—Caithness-shire.

Caithness-shire.

Population in 1861 (about)	42,000
Area in acres	455,708
Strength of force	18
Population to each constable	2,333

One chief constable, two serjeants, and 15 constables.

The pay is the same as last year.

The serjeant at Thurso is allowed 30 *l.* and expense of stabling to keep a horse and dogcart

There were five vacancies during the year, two deaths and three resignations.

Three constables are to be discharged, as the Court of Session has decided that Pulteneytown is not assessible by the Commissioners of Supply for police purposes; they having been appointed last year, temporarily, to do duty at Pulteneytown.

761 vagrants, 80 of them children, were reported by the police during the year, being 129 more than last year.

The force is efficient.

Counties.

No. 8.—Clackmannanshire.

Clackmannanshire.

Population in 1861	15,010
Area in acres	29,744
Strength of force	7
Population to each constable	2,144

One chief constable, one serjeant, and five constables in three classes.

The same as to numbers as last year.

The pay of the first and second class constables has been raised to 21 *s.* and 19 *s.* respectively.

A new chief constable has been appointed in this county in place of the chief constable of Perthshire.

There were four vacancies in the force, one superintendent, one serjeant, and two constables having resigned.

An office has now been provided for the police; the cells are in the new county buildings.

407 vagrants, 185 of them children, were reported by the police during the year, being 63 less than the year before.

The burgh of Alloa, in this county, still maintains a police force of its own.

The inspection of weights and measures is now placed under the police.

The force is efficient.

No. 9.—Cromartyshire.

Cromartyshire.

Population in 1861	3,758
Area in acres	included in Ross-shire.
Strength of force	2
Population to each constable	1,879

Cromartyshire now maintains two constables, one for the county itself, and one for the burgh of Cromarty, which has united with the county under the 61st section of the Act, and is under the chief constable of Ross-shire.

An improved station with lock-up is to be provided in Cromarty.

Twenty-five vagrants, six of them children, were reported by the police during the year.

This force appears sufficient for so small a county.

No. 10.—Dumbartonshire.

Dumbartonshire.

Population in 1861	31,566
Area in acres	189,844
Strength of force	22
Population to each constable	1,435

One chief constable, one superintendent, one inspector, two serjeants, and 17 constables in three classes.

Eleven married serjeants and constables have houses provided for them by the county, and pay 1 *s.* per week; the others receive 1 *s.* per week for lodging money.

There have been six vacancies in the force, five resignations, and one dismissal.

2,690 vagrants, 965 of them children, were reported by the police during the year, being 1,070 more than last year.

Vagrancy has increased to a considerable extent for the last two years.

The force is efficient.

No. 11.—Dumfries-shire.

Dumfriesshire.

Population in 1861	61,983
Area in acres	722,813
Strength of force	32
Population to each constable	1,936

One chief constable, one superintendent, two inspectors, one detective, three serjeants in two classes, and 24 constables in two classes.

There are still seven constables employed for the protection of fishing in the county.

The

Counties.

The same as to numbers and rate of pay as last year, but a serjeant has been promoted to be inspector.

In the merit class five receive 1 *s.* per week after five years' service.

There have been 14 vacancies during the year, nine constables have resigned for other situations, and one serjeant, and four constables have been dismissed.

The superintendent, one inspector, and 19 serjeants and constables are provided with stations or houses, rent free; the others receive 2 *s.* per week, if married, and 1 *s.* 6 *d.* if single, for lodging money, in addition to their pay.

A new station has been provided at Dunscore; an addition has been made to the station at Lockerbie; the one at Annan is to be enlarged, and a new station is commenced to be built at Moffat.

7,725 vagrants, 2,237 of them children, have been reported by the police during the year, being 952 less than the year before.

There were four convictions of vagrants under the "Trespass Act."

There were 32 convictions under the Poaching Acts, and 46 under the Salmon Fisheries Acts, the fines and expenses amounting to 156 *l.* 5*s.*

The force is efficient.

In my General Report (*see* pages 6 and 7) will be found a letter from the sheriff, and minute of the police committee of the county, expressing their approval of the efficient manner in which the chief constable and the different police forces under his orders performed their duties during the late contested election.

No. 12.—County of Edinburgh, or Mid-Lothian.

Edinburgh, or Mid-Lothian.

Population in 1861	72,248
Area in acres	254,300
Strength of force	47
Population to each constable	1,537

One chief constable, one superintendent, four inspectors, four serjeants, and 37 constables in four classes.

One constable has been added to the force and is stationed at Colinton.

There are also two constables employed at Granton Harbour, and one by the Caledonian Railway Company, at West Calder.

An extra constable is employed at Portobello during the summer months.

A new police station is being erected at Ratho; stations are still required at Jockslodge and Duddingston. The stove for warming the lock-ups at the recently erected station at Midcalder is out of order and requires to be repaired.

The new county buildings being now completed, the chief constable is provided with a room and office for the police business, in the old county hall, to which they have been removed from the old premises formerly occupied in the basement.

There were 18 vacancies in the force, twelve resignations, three dismissals, and three discharged as unfit for the service.

1,524 vagrants, 456 of them children, were reported by the police, being 218 less than the year before.

The force is efficient.

No. 13.—Elgin, or Morayshire.

Elgin, or Morayshire.

Population in 1861	35,152
Area in acres	340,000
Strength of force	15
Population to each constable	2,343

One chief constable, two serjeants, and 12 constables in three classes.

The same as to numbers and rate of pay as last year.

The burgh of Forres is united to the county for police purposes, under the 61st section of the Act.

A new station is being erected at Fochabers, where it is much required.

The weights and measures have been placed under the police.

936 vagrants, 302 of them children, have been reported by the police during the year, being 226 more than the year before.

The force is efficient.

Counties.

No. 14.—Fifeshire.

Fifeshire.

Population in 1861	138,967
Area in acres	322,031
Strength of force	63
Population to each constable	2,205

One chief constable, one superintendent, four inspectors, four serjeants, and 53 constables in three classes.

Four constables have been added to the force during the year; one stationed at Buckhaven, a populous fishing village of 2,000 inhabitants, one at Kennoway, one at Rederrie, and one for the burgh of Kirkcaldy, which now provides police protection by night as well as by day.

The constable at Denhead is removed to Strathkinness.

There is also a constable at Kingsbarns, paid by landed proprietors in the neighbourhood, under the 7th section of the Act, and one at Kelty, paid partly by Fifeshire and partly by Kinross-shire, as his beat extends into the latter county.

There were five vacancies, one by the superintendent having been appointed chief constable of Clackmannanshire, two resigned (one from bad health, and one for another situation), and two were dismissed.

No increase has yet been made to the force in St. Andrew's, a burgh of above 5,000 inhabitants, which at present pays the county for only two men, who are not sufficient for the duties of so large a burgh, and do not provide any watch or patrol at night for the protection of the inhabitants or their property.

The burgh of Newburgh, near the borders of the county of Perth, maintains a police force of its own, consisting of a single constable, which is inefficient.

If the burgh of St. Andrew's were to increase its force, and the burgh of Newburgh to unite with the county and maintain two constables, the police of this county would be pretty complete; although the constable at Kingsbarns and half of the one at Kelty are extras, not part of the regular county force; and the persons who employ them pay the whole of their expense, for they do not receive the Government grant of one-fourth of their pay and clothing.

The criminal business of this large manufacturing and mining county has increased for several years, although the police duties are efficiently performed, as proved by the increased number of convictions, those against property alone being 1,107, or upwards of 82 per cent., and on general convictions to apprehensions, above 87 per cent.

There are also, as usual, a large number of accidents, fatal, and otherwise serious, suicides, shipwrecks, and fires, all of which are investigated by the police, and reported to the procurator fiscal.

The chief constable is still employed as procurator fiscal to the justices of peace at different petty session courts, thus increasing his already arduous duties of chief constable of so large and populous a county.

New police stations have been provided at Ferry Port, on Craig and Leuchars.

There is no office provided at St. Andrew's for the inspector and constables of that district to transact their police business in. The police station of the burgh of St. Andrew's is an indifferent one, and the cells are bad, damp, and cold, notwithstanding the occasional use of a gas stove; and prisoners can communicate with their friends and accomplices outside.

Vagrancy has increased to a great extent this year, as well as for the last few years. 6,867 vagrants, 1,331 of them children, were reported by the police during the year, being 2,253 more than the year before.

The force is efficient, and in a good state of discipline.

No 15.—Forfarshire.

Forfarshire.

Population in 1861	61,917
Area in acres	568,750
Strength of force	34
Population to each constable	1,821

One chief constable, two superintendents, two inspectors, four serjeants, and 25 constables in five classes.

Two

Counties.

Two constables have been added to the force during last year, and are stationed at Broughty Ferry, which is now formed into a separate police district of the county, under the 58th section of the Act.

A constable has been added and stationed at Coupar Angus, to do duty partly in this county and partly in Perthshire, half the expense being borne by each county. There is also a constable at Brechin Castle, paid by the Earl of Dalhousie, and one by the Caledonian Railway Company, on the new line being formed from Forfar to Dundee.

No police office or lock-up has yet been provided at Broughty Ferry. Prisoners must be conveyed from there to Dundee, a distance of four miles.

A room for a police office in Dundee is much required for the superintendent and constables to transact the great amount of police business of that large and populous division of the county. A police station is much required also at Newtyle, on the borders of Perthshire.

3,243 vagrants, 288 of them children, have been reported by the police during the year, being 989 more than the year before.

The force is efficient.

No. 16.—Haddingtonshire, or East Lothian.

Haddingtonshire, or East Lothian.

Population in 1861	29,941
Area in acres	185,937
Strength of force	26
Population to each constable	1,151

One chief constable, one superintendent, one detective, three serjeants, and 20 constables in five classes.

The same as to numbers and rate of pay as last year.

Two constables resigned, and one was transferred to Berwickshire.

Two constables are employed as inspectors of nuisances and lodging-houses, and in cleaning towns and villages in the county.

The burgh of Dunbar has resolved to unite with the county, under the 61st section of the Act, by which arrangement it will have a more efficient police, and at a considerable less expense than by maintaining a force of its own.

Two constables were appointed last autumn, under the 7th section of the Act, to enforce the Game Laws, and to prevent armed bands of poachers from shooting game from the public roads. They were paid by the proprietors who applied for them to be appointed.

2,019 vagrants, 224 of them children, were reported by the police, being 565 more than the year before.

This force is maintained in a good state of efficiency and discipline.

No. 17.—Inverness-shire.

Inverness-shire.

Population in 1861	76,389
Area in acres	2,723,501
Strength of force	37
Population to each constable	2,064

One chief constable, one superintendent, three inspectors, two serjeants, and 30 constables in three classes.

The same as to numbers and rate of pay as last year.

Stations with lock-ups are much required in the north and west beats of the county, they being very wide apart, and accommodation for the constables and their families is very difficult to be procured.

1,389 vagrants, 465 of them children, were reported by the police during the year, being 285 more than last year.

The force appears to be efficient.

Counties.

No. 18.—Kincardineshire.

Kincardineshire.

Population in 1861	34,466
Area in acres	252,250
Strength of force	16
Population to each constable	2,152

One chief constable, three serjeants, and 12 constables in three classes.

The same as to numbers and rate of pay as last year.

There have been no vacancies or changes in this force during the past year.

The senior serjeant at Stonehaven is deputy chief constable, and has a free house, coals, and gas, in addition to his pay.

The lives of the men in this force are insured, they paying half the premiums and the county the other half. They are entitled to receive 70 *l.* at the age of 55, or, in case of their death before that time, their heirs receive the 70 *l.*

547 vagrants, 174 of them children, were reported by the police during the year, being 99 more than the year before.

The force is efficient.

No. 19.—Kinross-shire.

Kinross-shire.

Population in 1861	7,977
Area in acres	49,531
Strength of force	5
Population to each constable	1,595

One chief constable, and four constables in two classes.

The same as to numbers as last year.

The pay of the first class constables has been raised from 18 *s.* 6 *d.* to 20 *s.* per week.

A new chief constable has been appointed instead of the chief constable of Perthshire.

Two vacancies took place from resignations.

A constable stationed at Kelty, in Fife, did duty also in Kinross-shire, paid 5 *l.* by the county, and partly by neighbouring preprietors, and half by the county of Fife. This man is proposed to be discontinued in Kinross-shire.

642 vagrants, 141 of them children, were reported by the police during the year, being 157 more than the year before.

The force is efficient.

No. 20.—Kirkcudbrightshire.

Kirkcudbright-shire.

Population in 1861	38,849
Area in acres	610,734
Strength of force	18
Population to each constable	2,158

One chief constable, one superintendent, two serjeants, and 14 constables in two classes.

The same as last year as to numbers and rate of pay.

Nine men of the force occupy station-houses rent free, and one has 4 *l.* a year for lodging money.

One constable resigned.

1,570 vagrants, 123 of them children, were reported by the police during the year, being 249 less than last year.

The force is efficient.

Counties.

No. 21.—Lanarkshire.

Population in 1861	176,452	Lanarkshire.
Area in acres	593,680	
Strength of force	165	
Population to each constable	1,069	

One chief constable, five superintendents, eight inspectors, 17 serjeants, and 134 constables in three classes.

Eight men have been added to the force during the past year: two in each of Airdrie, Hamilton, Lanark, and Lower Ward divisions.

The superintendent at Airdrie (Mr. Clark) having died, the usual promotions took place in filling his situation.

There were 23 vacancies: one serjeant and seven constables resigned, having got other situations; 13 constables were dismissed; and one superintendent and a constable died.

The rate of pay continues as before.

The superintendents of divisions are provided with horses and spring-carts for conveying prisoners and the weights and measures.

40 *l.* a year is allowed to each superintendent for keep of the horse, in addition to his salary of 150 *l.* a year.

Twelve new police stations have been erected during the year, at Crossford and Leadhills, for one constable in each; and at Bishopbriggs, Carfin, Carnworth, Chapelhall, Garnkirk, Millerston, Shettleston, Strathaven, and Whifflet, for two constables in each; and with two cells for prisoners: the 12 stations accommodate 22 men, serjeants and constables.

These stations have been erected at great expense, particularly for the amount of accommodation provided in them, having only two rooms in each, with a small scullery, for a married serjeant or constable, whatever may be the number of his family. The mode of heating the cells requires a great consumption of coal; and the means provided for ventilation are liable to get out of order, requiring some trouble to repair, and I consider unsuited for the purpose of ventilating police cells. The windows of the cells are fixtures, and therefore cannot be made use of to supply fresh air or ventilation when required. The style of architecture of these stations is expensive, there being a considerable amount of "ashler," or hewn work and ornament.

3,361 vagrants, 951 of them children, were reported by the police, being 161 more than the year before.

The force has been maintained in a good state of efficiency and discipline.

No. 22.—Linlithgowshire, or West Lothian.

Population in 1861	38,645	
Area in acres	64,375	Linlithgowshire
Strength of force	21	
Population to each constable	1,840	

One chief constable, one superintendent, one inspector, one serjeant, and 17 constables in three classes.

This force is the same as to numbers and rate of pay as the year before.

Bathgate and neighbourhood form a separate police district.

Eleven constables are provided with stations, for which they pay 1 *s.* each as rent, at Bathgate, Armadale, Whitburn, Crofthead, Kirkliston, Broxburn, Queensferry, Linlithgow and Boness.

Those who are not provided with stations receive 1 *s.* per week for lodging money.

There are also two constables employed and paid for by the Caledonian Railway Company, and are stationed at Crofthead.

There were four vacancies during the year, three resignations, two of them from bad health, and one dismissal.

2,407 vagrants, 432 of them children, were reported by the police during the year, being 1,433 more than the year before.

The force is efficient.

Counties.

No. 23.—Nairnshire.

Nairnshire.

Population in 1861	10,065
Area in acres	137,500
Strength of force	6
Population to each constable	1,677

One chief constable, one serjeant, and four constables in two classes.

The same as to numbers as last year.

The burgh of Nairn is united to the county, and pays for two constables.

A new police station, with office and lodging for a serjeant and constable, and two cells, has been erected at Nairn.

A station is required at Furness.

312 vagrants were reported by the police during the year, 87 of them children, being 33 more than last year.

The force is efficient.

No. 24.—Peebles-shire.

Peebles-shire.

Population in 1861	11,408
Area in acres	226,488
Strength of force	8
Population to each constable	1,426

One chief constable, one serjeant, and six constables in two classes.

The same as to numbers as the year before.

There were no vacancies during the year.

There are four permanent constables, assisted by eight temporarily, during the close time of the salmon fishing, and are paid by the "Tweed Commissioners;" they receive 20 *s.* per week, and are provided with uniform like those of the regular county force.

Fifty-three persons were convicted of contraventions of the "Tweed Fishery Acts," and fined to the amount of 150 *l.* 17 *s.* 2 *d.*, including expenses. Thirteen of them were imprisoned for non-payment of the fines, and two absconded before trial. A number of salmon, nets, rods and poaching implements were seized by the police; eight persons were convicted under the "Trespass Act."

858 vagrants, 226 of them children, were reported by the police, being 1,179 less than the year before.

The force is efficient.

No. 25.—Perthshire.

Perthshire.

Population in 1861	106,900
Area in acres	1,814,063
Strength of force	56
Population to each constable	1,908

One chief constable, two superintendents, two inspectors, seven serjeants in two classes, two detectives, and 42 constables in three classes.

A constable has been added and stationed at Coupar Angus, being paid by Perthshire and Forfarshire in equal proportions.

There were three vacancies during the year; one death, one resignation, and one dismissal.

Officers, serjeants, and constables occupying stations or houses provided by the county, pay 1 *s.* per week for rent.

A new station is to be built at Kenmore; one is much required at Crianlarich, where accommodation for the constable can with difficulty be obtained.

4,483 vagrants, 1,707 of them children, were reported by the police, during the year, being 159 more than last year.

The

The Trespass Act is much evaded in this county by persons giving vagrants permission to lodge in or on their premises.

The force is efficient.

No. 26.—Renfrewshire.

Population in 1861	77,304
Area in acres	150,000
Strength of force	45
Population to each constable	1,717

One chief constable, one superintendent, four inspectors in two classes, seven serjeants in two classes, one detective, and 31 constables in two classes.

Two constables were added for the burgh of Port Glasgow, which is united to the county under the 61st section of the Act.

There were five changes in the force during the year, four resignations, and one dismissal.

The force is still weak in the eastern, or Pollockshaws district, in the immediate vicinity of Glasgow, for the great and rapidly increasing population. Station-houses with lock-ups are also much required in that district, the only one being at Pollockshaws.

1,117 vagrants, 206 of them children, were reported by the police during the year, being 15 less than last year.

The proportion of female vagrants, 664 to 247 males, is unusually large, the males in other counties being most numerous.

The force appears to have been efficient, but I consider it requires now to be increased in the eastern district as above mentioned.

No. 27.—Ross-shire.

Population in 1861	77,648
Area in acres	2,016,375
Strength of force	29
Population to each constable	2,677

One chief constable, two superintendents, one inspector, three serjeants, and 22 constables in three classes.

A constable has been added, and is stationed at Loch-alsh.

A third serjeant has been appointed to take charge of the Loch-carron section, including the Jeantown, Glenshiel, Plocton, and Shieldaig beats, and the constables appointed for the railway being constructed in that district.

The police station at Stornoway in the Lewes, is now finished, and affords accommodation for the superintendent and constables.

There were eight vacancies in the force; two serjeants resigned from bad health, three constables resigned voluntarily (one having got another situation), and three were dismissed.

A merit class is to be established for deserving constables, with 1 *s.* per week in addition to their former pay.

This force, with the additional constables employed on the railway, is now pretty complete, but as there are only the chief constable and superintendent at head-quarters, at Dingwall, a supernumerary constable would be a valuable addition, and might be there trained so as to be ready and fit to take charge of any beat that became vacant, instead of appointing a totally inexperienced recruit, and ignorant of police duties, to take charge of it.

476 vagrants, 19 of them children, were reported by the police during the year, being 177 more than the year before.

The force is efficient.

The county and burgh of Cromarty have united under the 61st section of the Act, and are under the chief constable of Ross-shire.

Counties.

No. 28.—Roxburghshire.

Roxburghshire.

Population in 1861	39,114
Area in acres	460,938
Strength of force	36
Population to each constable	1,086

One chief constable, one superintendent, one inspector, four serjeants, and 29 constables in four classes.

The same as to numbers and rate of pay as last year.

There were five vacancies in the force during the year; three resignations, one dismissal, and one inspector deserted.

There were eight constables permanently employed by the "Tweed Commissioners," and one by the "Esk and Liddesdale Fishery Association," for the protection of salmon.

The men are provided with free houses, or in lieu thereof, receive 2*s.* per week for lodging money.

Ninety-three persons were convicted of offences under the "Tweed Fisheries Act," and fined to the amount of 492 *l.* 13 *s.* 10 *d.* including expenses, of whom 56 paid their fines, 22 were sent to prison in default of payment, and 15 absconded.

1,548 vagrants, 276 of them children, were reported by the police during the year, being 237 less than the year before.

The force is maintained in a state of efficiency and discipline.

No. 29.—Selkirkshire.

Selkirkshire.

Population in 1861	7,449
Area in acres	170,313
Strength of force	8
Population to each constable	931

One inspector, and seven constables in two classes.

The same as to numbers and rate of pay as last year.

The police force of this county is under the chief constable of Roxburghshire.

One constable resigned.

Five constables were employed permanently by the "Tweed Commissioners," and during the close time of the salmon fishing, eight more temporarily.

Twenty-seven persons were convicted for offences under the "Tweed Acts," and fined to the amount of 51 *l.* 15 *s.* including expenses, 16 of whom paid their fines, and eight were sent to prison in default of payment.

1,240 vagrants, 75 of them children, were reported by the police during the year, being 284 more than the year before.

The force is efficient.

No. 30.—Stirlingshire.

Stirlingshire.

Population in 1861	78,212
Area in acres	295,875
Strength of force	35
Population to each constable	2,120

One chief constable, two superintendents, five serjeants, and 27 constables in three classes.

This force was the same as to numbers and rate of pay as last year.

No addition was made during the year to the force in the burgh of Falkirk, although I had felt it to be my duty to report it inefficient in numbers last year. The Commissioners of Supply have now formed the burgh of Falkirk into a separate police district of the county, under the 58th section of the Act, and six constables are to be appointed to do duty within the burgh, and this new arrangement was to commence on the 15th March last, the beginning of the present police year; so I hope to be able to report it as having been efficient for the year in my next Report.

Two constables are employed and paid for by the "Carron Iron Company," under the 7th section of the Act.

There

There were 14 vacancies in the force: three dismissals, seven resignations, and four discharged being disqualified for the service.

No improvement has been made in the cells or lock-ups at Falkirk, their unfitness for the purpose having been frequently pointed out and reported by me. There are only two small cells, damp, and unprovided with any means of warming them, quite unfit for prisoners in cold weather, and they are not even provided with rugs for either men or women. Many are confined in these two cells at a time, and some of them for very long periods, some from 40 to 50 hours at a time, before they are brought before a magistrate. They are about the worst places of the kind in Scotland.

A new station is being erected at Grangemouth. Stations with lock-ups are also required at Bridge of Allan and Slamannan.

2,637 vagrants, 750 of them children, were reported by the police during the year, being 1,007 less than the year before.

As no addition was made to the force for the burgh of Falkirk, I cannot report it to have been efficient in numbers, but as an addition was to be made on the first of the present police year, I recommend the case to the favourable consideration of the Secretary of State.

No. 31.—Sutherlandshire.

Population in 1861	25,246
Area in acres	1,207,188
Strength of force	11
Population to each constable	2,295

One chief constable, one serjeant, and nine constables in three classes.

An additional constable was appointed at Lairg, an important station on the new railway from Bonar-bridge to Golspie, and another at Helmsdale, owing to the number of persons who come to the newly-discovered gold diggings at Kildonan.

During the herring fishing a constable was appointed temporarily, as usual, at Helmsdale, and another in the autumn at Dunrobin, paid by his Grace the Duke of Sutherland.

322 vagrants, 85 of them children, were reported by the police during the year, being 34 more than the year before.

The vagrants in this county appear to be particularly troublesome, and they increase annually.

The force is efficient.

In consequence of the great number of persons digging for gold at Kildonan, three extra constables are to be appointed under the serjeant at Helmsdale, under the 7th section of the Act, and paid by the Duke of Sutherland.

No. 32.—Wigtownshire.

Population in 1861	38,115
Area in acres	327,815
Strength of force	17
Population to each constable	2,242

One chief constable, one superintendent, one serjeant, and 14 constables in two classes.

The same as to rate of pay as last year.

One additional constable has been stationed at Newton Stewart.

Two constables were dismissed.

No lock-up has yet been provided at Stranraer, although it is the head-quarters of the western division of the county, under a superintendent.

The station and lock-ups at Port Patrick and Newton Stewart are very indifferent, being damp, and unprovided with proper ventilation or means of warming them in cold weather.

Prisoners in the cells at Newton Stewart can communicate with their friends and accomplices outside.

601 vagrants, 73 of them children, were reported by the police during the year, being 28 lest than last year.

The force is efficient.

Cities and Burghs.

CITIES AND BURGHS.

No. 1.—City of Aberdeen (County of Aberdeen).

Aberdeen.

Population in 1861 (about)	62,000
Strength of force	89
Population to each constable	696

One superintendent, two lieutenants, two inspectors, two detectives, six serjeants in two classes, and 76 constables in three classes.

The same number as last year.

The superintendent having died, another has been appointed in his place.

Two serjeants have been promoted to be inspectors.

The pay of the superintendent has been raised from 200 *l.* to 250 *l.*, that of the first lieutenant from 85 *l.* to 105 *l.*

The hours of the officers and constables on day and night duty have been altered.

There were seven vacancies in the force; the superintendent died, and six constables resigned.

The new police office is not yet finished, and the temporary one is still made use of in the meantime.

Lodgings for some of the constables, at the police station or immediate neighbourhood, and in the west or north part of the city, would be of advantage.

The force is efficient.

No. 2.—Airdrie (County of Lanark).

Airdrie.

Population in 1861	12,918
Strength of force	11
Population to each constable	1,174

One superintendent, one inspector, one detective, one serjeant, and seven constables in three classes.

This force is the same, as to numbers and rate of pay as last year.

One constable resigned on account of bad health.

The superintendent is inspector of weights and measures, lodging houses, &c.

The police act as a fire brigade, and take charge of the fire engines.

The force is efficient.

No. 3.—Alloa (County of Clackmannan).

Alloa.

Population in 1861	6,440
Strength of force	4
Population to each constable	1,610

One superintendent, one serjeant, and two constables.

The superintendent having died, a new one has been appointed in his place, who also acts as procurator fiscal for the burgh. He and two of the constables have lodgings at the police station.

I consider that this force is weak as to numbers, and that another constable requires to be added.

A proposal was made for the burgh to unite with the county, which would have afforded a more efficient police, and at less expense than the present force, but it was rejected by a small majority.

The force appears to have been efficient during the past year.

No. 4.—Annan (County of Dumfries).

Population in 1861	3,473
Strength of force	2
Population to each constable	1,736

Annan.

One superintendent and one constable.

The same as last year, and appears to have been efficient; but the burgh might with advantage unite with the county for police purposes.

The police station and lock-up are very indifferent.

No. 5.—Arbroath (County of Forfar).

Population in 1861	17,657
Strength of force	16
Population to each constable	1,103

Arbroath.

One superintendent, three serjeants in two classes, and 12 constables in three classes.

The number and rate of pay are the same as last year.

One constable was dismissed.

The third class constables are promoted to the second after a year's good conduct service.

The force is efficient.

No. 6.—Ardrossan (County of Ayr).

Population in 1861	2,951
Strength of force	1
Population to each constable	2,951

Ardrossan.

This burgh still maintains its "burgh officer" as a "police force," and is inefficient.

No. 7.—Ayr (County of Ayr).

Population in 1861	8,219
Strength of force	10
Population to each constable	821

Ayr.

One superintendent, two serjeants, and seven constables in two classes.

The same as to numbers and rate of pay as last year.

The police act only in the royal burgh of Ayr. Newton and Wallacetown, parts of the Parliamentary burgh, are under the police of the county.

It would be an advantage to the royal burgh, and a saving of expense, to unite with the county for police purposes.

The force appears to be efficient.

No. 8.—Banff (County of Banff).

Population in 1861	3,939
Strength of force	3
Population to each constable	1,313

Banff.

One superintendent and two constables.

The same as to numbers and rate of pay as last year.

One constable resigned, having got another situation.

There are three men employed on other duties, who assist the police if required.

The force is efficient.

Cities and Burghs.

No. 9.—Blairgowrie (County of Perth).

Blairgowrie.

Population in 1861	3,600
Strength of force	2
Population to each constable	1,800

One superintendent and one constable.

The same as to numbers and rate of pay as last year.

The superintendent was employed to collect the police assessment of the burgh, and the constable to collect the assessment for the poor.

I do not consider this force to have been in a satisfactory state of efficiency for the past year.

No. 10.—Brechin (County of Forfar).

Brechin.

Population in 1861	7,180
Strength of force	6
Population to each constable	1,196

One superintendent, one serjeant, and four constables in two classes.

The same as to number and rate of pay as last year.

There was one vacancy during the year.

Theis police force is sufficiently numerous for the extent and population of the burgh, but I do not consider it is maintained in such a state of discipline as it ought to be; and it is with some hesitation that I report the force on the present occasion as efficient.

No. 11.—Dumbarton (County of Dumbarton).

Dumbarton

Population in 1861	8,253
Strength of force	7
Population to each constable	1,179

One superintendent, one serjeant, and five constables in four classes.

The same as to numbers and rate of pay as last year.

Three constables resigned during the year, one from bad health, and two on obtaining other situations.

The force is efficient.

No. 12.—Dumfries (County of Dumfries).

Dumfries.

Population in 1861	10,440
Strength of force	10
Population to each constable	1,044

One superintendent, one serjeant, and eight constables in three classes.

The same as to numbers as last year.

The pay of the constables has been increased 1*s*. per week.

There were three vacancies, a serjeant appointed to Maxwelltown police, one resignation, and one dismissal.

The force is efficient.

No. 13.—Dunbar (County of Haddington).

Dunbar.

Population in 1861	3,796
Strength of force	3
Population to each constable	1,265

One superintendent, and two constables in one class.

The same as last year.

There was one vacancy in the force at the time of my inspection, which was not yet filled up, as the burgh has resolved to unite with the county, under the 61st section

section of the Act. It will thus be provided with an efficient police, consisting of three constables under the inspector of the district, who is also stationed in Dunbar, and this arrangement will effect a considerable saving in expense to the burgh. Cities and Burghs.

No. 14.—Dundee (County of Forfar).

Population in 1861 - - - - - -	90,425
Strength of force - - - - - -	128
Population to each constable - - - -	706

Dundee.

One superintendent, two lieutenants, five inspectors in three classes; six detectives in three classes, eight serjeants in two classes, and 106 constables in three classes.

There has been an addition of five men to the force, two detectives and three constables.

There were 32 vacancies (two more than last year), six deaths, 13 resignations, and 13 dismissals.

There is only one sub-station (at Lochee) for this large burgh of above 100,000 inhabitants, the suburbs and outskirts of which are far from the central office.

I have for several years recommended additional sub-stations to be erected: one in the eastern, and one in the western parts of the town; although some of the magistrates and town council, and many of the inhabitants acknowledge the want of them, none have yet been provided.

19 of the force are provided with lodgings (an inspector, two married and two single constables at Lochee, and 14 single men in the central station.)

There were a number of cases of burglary and housebreaking during last year, but the police were successful in apprehending 68 persons, 44 of whom have been convicted of having been concerned in these crimes, some at the Circuit Court in Dundee, and others by the sheriff; 24 were liberated from want of evidence.

This force consists of a fine body of men, and is in a good state of efficiency and discipline.

No. 15.—Dunfermline (County of Fife).

Population in 1861 - - - - - -	13,504
Strength of force - - - - - -	9
Population to each constable - - - - -	1,500

Dunfermline.

One superintendent, one serjeant, and seven constables.

The same as to numbers and rate of pay as last year.

There were five resignations during the year.

The force is efficient.

No. 16.—City of Edinburgh (County of Edinburgh or Mid-Lothian).

Population in 1861 - - - - - -	168,098
Strength of force - - - - - -	341
Population to each constable - - - -	490

Edinburgh.

One superintendent, four lieutenants, three inspectors, 10 detectives, 19 serjeants, also two superintendents' clerks, one court officer, three main office, and eight sub-station keepers (who are also serjeants), and 290 constables = 341 effectives.

In addition to the 341 effectives, there are 15 old men who are employed at a reduced rate of pay, and may be said to be superannuated pensioners, viz:—

One assistant detective, one assistant serjeant, and 13 assistant constables.

There are also 13 constables paid by public bodies who employ them.

There have been 58 vacancies during the year, being seven more than the year before: seven deaths, 26 resignations, and 25 dismissals.

Three men were absent from the inspection, on account of sickness.

The superintendent and two lieutenants have houses rent free.

The salary of the superintendent has been raised from 400 *l.* to 450 *l.*

The sub-stations at West Port, Canongate, St. James's-street, St. Leonards, and

Cities and Burghs.

and Stockbridge, are merely lock-ups in charge of a serjeant station keeper; there are no constables lodged in or near them to be available if required on an emergency by any of the inhabitants in the neighbourhood.

A sub-station is much required in the western part of the city, about Lothian-road or Fountain-bridge.

No decision has yet been arrived at as to the employment of a few mounted serjeants or constables to patrol around the suburbs and outskirts of the city at night.

The pay of the superintendents' clerks are 37*s.* and 29*s.* per week; court officer, 33*s.*; main office keepers, 28*s.* and 25*s.*; and station-house keepers, 25*s.* per week.

The force is efficient.

No. 17.—City of Elgin (County of Elgin).

Elgin.

Population in 1861	7,543
Strength of force	6
Population to each constable	1,257

One superintendent, one serjeant, and four constables in two classes.

The same number as last year.

The salary of the superintendent has been raised from 75 *l.* to 100 *l.* a year.

No vacancies have taken place during the year.

The force is efficient.

No. 18.—Forfar (County of Forfar).

Forfar.

Population in 1861	9,258
Strength of force	7
Population to each constable	1,322

One superintendent, one serjeant, and five constables in two classes.

The same as to numbers and rate of pay as last year.

The force is efficient.

No. 19.—Galashiels (County of Selkirk).

Galashiels.

Population in 1861	6,944
Strength of force	6
Population to each constable	1,157

One superintendent, one serjeant, and four constables in two classes.

The same as to numbers and rate of pay as last year.

Two constables are lodged in the new police station.

One constable was dismissed.

The force is efficient.

No. 20.—City of Glasgow (County of Lanark).

Glasgow.

Population in 1861	403,276
Strength of force	813
Population to each constable	496

One chief constable, seven superintendents, 20 lieutenants, 25 inspectors, 25 detectives, 50 serjeants in three classes, and 685 constables in five lasses =813 effectives.

There are also maintained in the police establishment of the city one surgeon, six district surgeons, one powder-magazine keeper, three storekeepers and tailors, five lamp-trimmers, 11 waiters, and six female turnkeys—in all 846 persons.

The force has been increased by eight men since last year; a detective and nine constables added; but one lieutenant; one inspector reduced.

There

There were 22 men absent from the inspection; 19 sick, and three on leave.

There were 145 vacancies during the year, being nine less than the year before: 12 deaths, 78 resignations, 48 dismissals, six desertions, and one superannuation.

The "Marine Division" now forms part of the city police force.

The Gorbals station has had considerable additions made to it, and is now very complete.

The new station of the Calton district is not yet finished.

188 officers and constables of the force are provided with lodgings, 84 married and 104 single men, some in the stations and others in houses in the vicinity.

The detectives receive 6*l.* a year in lieu of clothing.

This force has been maintained in a good state of efficiency and discipline.

No. 21.—Govan (County of Lanark).

Population in 1861	12,092
Strength of force	14
Population to each constable	863

Govan.

One superintendent, one inspector, two serjeants in two classes, and 10 constables in three classes.

The same as to numbers and rate of pay as last year.

The were four resignations and four dismissals, the same number of each as the year before.

The serjeants and constables, both married and single, are stationed in the new police station recently erected, where they are provided with comfortable quarters at a moderate rent.

Ship-building and other works being in full employment, the burgh is increasing rapidly in population.

The force is efficient.

No. 22.—Greenock (County of Renfrew).

Population in 1861	42,100
Strength of force	104
Population to each constable	404

Greenock.

One superintendent, four lieutenants, three inspectors, two detectives, nine serjeants in two classes, and 85 constables in four classes.

The same as to numbers and rate of pay as last year.

There were 30 changes in the force, the same number as the year before; one death (an inspector murdered), 19 resignations (three from bad health, seven for other situations, and nine for various reasons), and 10 dismissals.

There is always a large proportion of changes in this force, partly from the rather unusually rough work to which they are subjected, partly to other better paid occupations tempting them to leave the police service, and partly from the difficulty of procuring good lodgings at a reasonable rate, owing to the overcrowded state of the town. If the authorities would provide lodgings for some of their men, as is done in Glasgow, Govan, and Dundee, it would be a great boon to them, and induce some of the good men to remain.

There were a number of serious crimes committed in this burgh, violent assaults, and numerous breaches of the peace.

On the 1st of January Inspector M'Kinnon was murdered by a man he was in the act of apprehending.

There is a superannuation fund for this force, the only one in Scotland which is satisfactory as far as it goes.

The widow and family of the inspector who was murdered received 110 *l.* from this fund, in addition to 100 *l.* from the police board funds, and 100 *l.* from the Harbour Trust; and a subscription was generally contributed to by the police of other forces in Scotland.

The population of the burgh has increased to a considerable extent since the census of 1861.

The force is efficient.

Cities and Burghs.

No. 23.—Haddington (County of Haddington).

Haddington.

Population in 1861 - - - - - -	3,897
Strength of force - - - - - -	3
Population to each constable - - - - -	1,299

One superintendent and two constables.

This force appears to have been efficient, but the burgh might, with advantage, unite with the county for police purposes, as Dunbar is about to do, particularly as the head-quarters of the county constabulary are stationed in Haddington.

No. 24.—Hamilton (County of Lanark).

Hamilton.

Population in 1861 - - - - - -	10,686
Strength of force - - - - - -	9
Population to each constable - - - -	1,187

One superintendent, two serjeants, and six constables in two classes.

The same as to numbers and rate of pay as last year.
There were two dismissals.
The force appears to be efficient.

No. 25.—Hawick (County of Roxburgh).

Hawick.

Population in 1861 - - - - - -	10,684
Strength of force - - - - - -	9
Population to each constable - - - -	1,187

One superintendent, two serjeants, and six constables in three classes.

A superintendent has power to raise the third class to 18 *s.* per week after three months of good service.
There were three resignations, and one dismissa..
The force is efficient.

No. 26.—Helensburgh (County of Dumbarton).

Helensburgh.

Population in 1861 - - - - - -	4,749
Strength of force - - - - - -	7
Population to each constable - - - -	678

One superintendent, one serjeant, and five constables in three classes.

The same as to number and rate of pay as last year.
One constable resigned for another situation.
An additional constable was appointed during the herring fishing season.
The cells are the same as formerly reported, in a very bad state, and not fit for the detention of persons taken into custody by the police.
The force appears to be efficient.

No. 27.—Inverness (County of Inverness).

Inverness.

Population in 1861 - - - - - -	12,499
Strength of force - - - - - -	13
Population to each constable - - - -	961

One superintendent, three serjeants, in two classes, and nine constables in two classes.

This force is the same as to numbers and rate of pay as the year before.
The superintendent is inspector of weights and measures, of lodging houses, and sanitary measures in the burgh.

Since

Since the reduction of the force in 1867, the number of crimes and offences has increased, and I am still of the same opinion, as I reported last year, that the force is inefficient in number. Cities and Burghs.

No. 28.—Johnstone (County of Renfrew).

Population in 1861	7,007	Johnstone.
Strength of force	6	
Population to each constable	1,168	

One superintendent, one serjeant, and four constables in three classes.

The same as to numbers and rate of pay as last year.
One man resigned, and one was dismissed.
The fire-engines are now in charge of the police, who are ready to turn out to assist when required.
The force is efficient.

No. 29.—Kelso (County of Roxburgh).

Population in 1861	4,309	Kelso.
Strength of force	3	
Population to each constable	1,436	

One superintendent and two constables.

The same as to numbers and rate of pay as last year, and I regret I cannot report it as an efficient force for so large and important a burgh.

No. 30.—Kilmarnock (County of Ayr).

Population in 1861	20,698	Kilmarnock.
Strength of force	19	
Population to each constable	1,089	

One superintendent, one inspector and detective, three serjeants in two classes, and 14 constables in four classes.

A serjeant has been added to the force last year.
There were two resignations, and two dismissals.
A new superintendent has been appointed in place of the one who resigned. His salary is reduced from 145 *l.* to 120 *l.*, but he is allowed a free house.
The inspector, serjeants, and constables are allowed 1 *l.* per annum as boot money.
The force is efficient.

No. 31.—Kirkintilloch (County of Dumbarton).

Population in 1861	7,486	Kirkintilloch.
Strength of force	4	
Population to each constable	1,871	

One superintendent, one serjeant, and two constables, in two classes.

The same as to number as last year.
One constable resigned.
The force is efficient.

No. 32.—Kirriemuir (County of Forfar).

Population in 1861	3,425	Kirriemuir.
Strength of force	1	
Population to each constable	3,425	

This force still continues as formerly, a superintendent, assisted by three men who light the lamps, and clean the streets when required.

Cities and Burghs.

The superintendent is an active, intelligent, police officer, but I cannot report his force efficient in number.

No. 33.—Leith (County of Edinburgh).

Leith.

Population in 1861	33,628
Strength of force	64
Population to each constable	525

One superintendent, one inspector, three detectives, eight serjeants, and 51 constables in three classes.

The same as to numbers and rate of pay as last year.

There were 20 vacancies during the year, nine resignations, nine dismissals, and two deaths.

The force has charge of the harbour as well as the burgh, an arrangement that gives satisfaction to all parties concerned.

The force is efficient.

No. 34.—Macduff (County of Banff).

Macduff.

Population in 1861	3,067
Strength of force	2
Population to each constable	1,533

This force consists of two constables, but I cannot report it as efficient.

This burgh might with great advantage unite with the county for police purposes.

No. 35.—Maryhill (County of Lanark).

Maryhill.

Population in 1861	5,225
Strength of force	7
Population to each constable	746

One superintendent, one serjeant, and five constables in four classes.

The same as to numbers and rate of pay as last year.

There were four vacancies, two resignations, and two dismissals.

The force is efficient.

No. 36.—Maxwelltown (County of Kirkcudbright).

Maxwelltown.

Population in 1861	3,646
Strength of force	1
Population to each constable	3,646

This force consists of one constable, assisted by a lamplighter, and is inefficient.

No. 37.—Montrose (County of Forfar).

Montrose.

Population in 1861	14,563
Strength of force	15
Population to each constable	970

One superintendent, three serjeants in two classes, and 11 constables in three classes.

The same as to numbers and rate of pay as last year.

One man resigned, and one was dismissed.

Third-class constables are promoted into the second after a year's good service.

The force is efficient.

Cities and Burghs.

No. 38.—Newburgh (County of Fife).

Population in 1861	2,300	Newburgh.
Strength of force	1	
Population to each constable	2,300	

This force still consists of only one constable, and is inefficient.

It is an important police station, on the borders of the neighbouring county of Perth; it should unite with the county, and add another constable.

No. 39.—Paisley (County of Renfrew).

Population in 1861	47,419	Paisley.
Strength of force	44	
Population to each constable	1,078	

One superintendent, one lieutenant, one inspector, four serjeants, and 37 constables in three classes.

The same as to numbers and rate of pay as last year.

There were five vacancies in the force, four resignations, and one dismissal.

The force is efficient.

No. 40.—Partick (County of Lanark).

Population in 1861	10,917	Partick.
Strength of force	17	
Population to each constable	642	

One superintendent, three serjeants in two classes, and 13 constables in three classes.

The same as to numbers and pay as last year.

A constable is employed at the new university buildings at Gilmorehill, and is paid by the contractor for the works.

There were six vacancies, three resignations and three dismissals.

The force is efficient.

No. 41.—City of Perth (County of Perth).

Population in 1861	23,000	Perth.
Strength of force	27	
Population to each constable	851	

One superintendent, two inspectors, two detectives, three serjeants, and 19 constables in three classes.

The same as to number and rate of pay as last year.

There were three vacancies, two resignations and one dismissal.

I have, in former reports, described the bad accommodation provided in the present old police office, and the cells or lock-ups in particular. The latter are small, dark, and badly ventilated.

A new police station, with office, charge-room and cells, is much required.

The force is efficient.

No. 42.—Pulteneytown (County of Caithness).

Population in 1861	about 5,000	Pulteneytown.
Strength of force	3	
Population to each constable	1,666	

One chief officer and two constables.

This force remains the same as to number as last year.

Cities and Burghs.

The Commissioners of Supply of the county of Caithness employed three men of their force to perform the police duties of this place, but the Court of Session having decided that they had no power to assess the inhabitants of Pulteneytown, these men have been withdrawn.

A union with the county would greatly increase the efficiency of the police, or a union with Wick, part of the Parliamentary burgh, would be an improvement on the present system.

I cannot report this force as being efficient.

No. 43.—Renfrew (County of Renfrew).

Renfrew.

Population in 1861	3,731
Strength of force	4
Population to each constable	932

One superintendent, one serjeant, and two constables in two classes.

The same as to numbers and rate of pay as last year.
The serjeant and constables have houses rent free.
The force is efficient.

No. 44.—Rothesay (County of Bute).

Rothesay.

Population in 1861	7,122
Strength of force	6
Population to each constable	1,187

One superintendent, and five constables in three classes.

The same as to numbers as last year.

The pay of the constables is 18 *s.* 6 *d.* for first, 18 *s.* for second, and 17 *s.* 6 *d.* for third class.

On the resignation of the superintendent in December last another was appointed in his place, and since that time the force has only consisted of five men, but another constable is to be appointed immediately.

The force appears to have been efficient.

No. 45.—Stirling (County of Stirling).

Stirling.

Population in 1861	13,714
Strength of force	14
Population to each constable	979

One superintendent, two serjeants, and 11 constables in three classes.

The same as to numbers and rate of pay as last year.
The serjeants and constables have 6 *d.* per week for boot money.
The force is efficient.
One constable died and one was dismissed during the year.

No. 46.—Stranraer (County of Wigtown).

Stranraer.

Population in 1861	6,274
Strength of force	5
Population to each constable	1,254

One superintendent and four constables.

The force appears to have been efficient during the year, but I am of opinion that it would be more so if the burgh would unite with the county for police purposes.

No. 47.—Wick (County of Caithness).

Wick.

Population in 1861 - - - - -	about 2,000
Strength of force - - - - - -	2
Population to each constable - - - -	1,000

One superintendent and one constable.

An additional constable is appointed during the herring fishing season, for about two months.

This burgh might also with advantage unite with the county for police purposes.

I cannot report the force as efficient.

POLICE (SCOTLAND).

REPORT of the INSPECTOR of CONSTABULARY, for the Year ended 15th March 1869, made to Her Majesty's Principal Secretary of State, under the Provisions of the Statute 20 & 21 Vict. c. 72.

(Presented pursuant to Act of Parliament.)

Ordered, by The House of Commons, *to be Printed,*
28 *May* 1869.

224.

Under 4 *oz.*

ELEVENTH AND FINAL REPORT

OF THE

ROYAL COMMISSIONERS

APPOINTED TO INQUIRE INTO THE

ORGANIZATION AND RULES OF TRADES UNIONS AND OTHER ASSOCIATIONS;

TOGETHER WITH

AN APPENDIX

CONTAINING

A Digest of the Evidence, Correspondence with Her Majesty's Missions Abroad regarding Industrial Questions and Trades Unions, and Other Papers.

VOL. I.—REPORT.

Presented to both Houses of Parliament by Command of Her Majesty.

LONDON:
PRINTED BY GEORGE EDWARD EYRE AND WILLIAM SPOTTISWOODE,
PRINTERS TO THE QUEEN'S MOST EXCELLENT MAJESTY.
FOR HER MAJESTY'S STATIONERY OFFICE.

1869.

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COMMISSION.

VICTORIA R.

Victoria, by the Grace of God of the United Kingdom of Great Britain and Ireland Queen, Defender of the Faith.

To Our right trusty and well-beloved Councillor Sir William Erle, Knight; Our right trusty and right well-beloved Cousin Thomas George Earl of Lichfield; Our trusty and well-beloved Francis Charteris, Esquire (commonly called Lord Elcho); Our right trusty and well-beloved Councillor Sir Edmund Walker Head, Baronet, Knight Commander of Our most Honourable Order of the Bath; Our trusty and well-beloved Sir Daniel Gooch, Baronet; Our trusty and well-beloved Herman Merivale, Esquire, Companion of Our most Honourable Order of the Bath; Our trusty and well-beloved James Booth, Esquire, Companion of Our most Honourable Order of the Bath; Our trusty and well-beloved John Arthur Roebuck, Esquire, one of Our Counsel learned in the Law; Our trusty and well-beloved Thomas Hughes, Esquire, and Frederic Harrison, Esquire, Barristers at Law; and Our trusty and well-beloved William Mathews, Esquire, greeting.

Whereas it has been represented unto Us that it is expedient that inquiry should be made into the several matters herein-after mentioned.

Now Know Ye, that We, reposing great trust and confidence in your ability and discretion, have nominated, constituted, and appointed, and do by these Presents nominate, constitute, and appoint, you, the said Sir William Erle, Thomas George Earl of Lichfield, Francis Charteris, Esquire (commonly called Lord Elcho), Sir Edmund Walker Head, Sir Daniel Gooch, Herman Merivale, James Booth, John Arthur Roebuck, Thomas Hughes, Frederic Harrison, and William Mathews, to be Our Commissioners for the purposes of the said inquiry.

And We do hereby enjoin you, or any Four of you, to inquire into and report on the Organization and Rules of Trades Unions and other Associations, whether of Workmen or Employers, and to inquire into and report on the effect produced by such Trades Unions and Associations on the Workmen and Employers respectively, and on the Relations between Workmen and Employers, and on the Trade and Industry of the Country; with power to investigate any recent acts of intimidation, outrage, or wrong alleged to have been promoted, encouraged, or connived at by such Trades Unions or other Associations, and also to suggest any improvements to be made in the law with respect to the matters aforesaid, or with respect to the relations between Workmen and their Employers, for the mutual benefit of both parties.

And for the better discovery of the truth in the premises, We do by these Presents give and grant unto you, or any Four of you, full power and authority to call before you, or any Four of you, such persons as you shall judge necessary, by whom you may be better informed of the truth in the premises, and to inquire of the premises and every part thereof by all other lawful ways and means whatsoever.

And Our further Will and Pleasure is that you, Our said Commissioners, do, with as little delay as may be consistent with a due discharge of the duties hereby imposed upon you, certify unto Us from time to time, under your hands and seals, your several proceedings in the premises.

And We do further will and command, and by these Presents ordain, that this Our Commission shall continue in full force and virtue, and that you, our said Commissioners, or any Four of you, shall and may from time to time proceed in the execution thereof, and of every matter or thing therein contained, although the same be not continued from time to time by adjournment.

And for your assistance in the execution of these Presents We do hereby authorize and empower you to appoint a Secretary to this Our Commission, to attend you, whose services and assistance We require you to use from time to time as occasion may require.

Given at Our Court at St. James, the Twelfth day of February 1867, in the Thirtieth Year of Our Reign.

By Her Majesty's Command.

S. H. WALPOLE.

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ELEVENTH AND FINAL REPORT.

TO THE QUEEN'S MOST EXCELLENT MAJESTY.

(1.) We, Your Majesty's Commissioners appointed to inquire into and report on the Organization and Rules of Trades Unions and other Associations, whether of Workmen or Employers, and to inquire into and report on the Effects produced by such Trades Unions and Associations on the Workmen and Employers respectively, and on the Relations between Workmen and Employers, and on the Trade and Industry of the Country; with power to investigate any recent Acts of Intimidation, Outrage, or Wrong alleged to have been promoted, encouraged, or connived at by such Trades Unions or other Associations; and also to suggest any Improvements to be made in the Law with respect to the matters aforesaid, or with respect to the relations between Workmen and their Employers, for the mutual benefit of both parties; having now completed the task of collecting so much evidence as we have been able or have deemed it necessary to obtain in the discharge of the duty imposed on us by Your Majesty, and having carefully weighed that evidence, and fully considered the several questions submitted for our consideration in Your Majesty's Commission, now humbly beg leave to make our Final Report, and to submit to Your Majesty the conclusions at which we have arrived.

Proceedings of the Commissioners.

Evidence reported from time to time.

(2.) We judged it expedient to submit to Your Majesty from time to time the evidence which we had collected, because we were of opinion that if Your Majesty should think fit to cause such evidence to be made public, its publication might have a useful effect in making the objects and proceedings of trades unions more generally known, and would at the same time afford to parties interested an opportunity of calling our attention to any points in which the evidence we had received was inaccurate or incomplete.

Sheffield Inquiry.

(3.) Shortly after the issuing of Your Majesty's Commission, the "Trades Union Commission Act, 1867" (30 Vict. c. 8.) was passed. This Act, which had been introduced into Parliament in consequence of representations that it would be of advantage to both workmen and employers in the town of Sheffield, that "a searching inquiry on oath" should be made into a case of outrage which had been committed in that town, and into "the alleged complicity of the trades unions therein," conferred upon us special powers for the prosecution of such an inquiry. In pursuance thereof, three gentlemen were, upon the application of our Chairman, appointed by Your Majesty's Secretary of State for the Home Department to conduct, within certain specified limits, an inquiry into acts of outrage alleged to have been committed by or with the connivance of trades unions in Sheffield or its immediate neighbourhood. The Report of these gentlemen, together with the evidence received by them, has already been submitted by us to Your Majesty, and, by command of Your Majesty, presented to Parliament. Their Report will be found reprinted in the Appendix to this Report.

Manchester Inquiry.

(4.) Subsequently, when inquiring into the conduct of the trades unions connected with the building trades, it became apparent to us that some of the proceedings of the brickmakers and bricklayers at Manchester and in the neighbourhood were of such a nature that they could not be effectually inquired into unless the persons conducting the inquiry were armed with powers similar to those conferred by the Trades Union Commission Act, 1867. We accordingly made a communication to this effect to Your Majesty's Secretary of State for the Home Department, and an Act (30 & 31 Vict. c. 74.), extending the above-mentioned Act, was passed. By virtue of these two Acts three gentlemen were appointed by Your Majesty's Secretary of State to conduct an inquiry with respect to Manchester and

its neighbourhood, similar to that conducted under the first-mentioned Act with respect to the town of Sheffield. The Report of these gentlemen, together with the evidence received by them, has also been submitted by us to Your Majesty, and, by Your Majesty's command, presented to Parliament. Their Report will be found reprinted in the Appendix to this Report.

Questions for circulation.

(5.) At the outset of our inquiries we caused two sets of questions to be prepared and printed. The first set was addressed to the secretaries of trades unions, and was intended especially for circulation among those officers. The questions were directed to the following points:

1. *Organization of trades unions.*
2. *Objects of unions.*
3. *Wages.*
4. *Hours of labour.*
5. *Customs of the trade.*
6. *Apprentices.*
7. *Piecework.*
8. *Sanitary and other objects.*
9. *General effect of unions.*

A copy of these questions, to which some answers have been returned, is inserted in the Appendix.

The other set of questions was of a more general character, and was intended for general circulation. The questions were directed to the following points:

1. *Objects of trades unions; amalgamation of unions; international unions; amendment of law.*
2. *Effect on the rate of wages.*
3. *Strikes and lock-outs.*
4. *Effect on trade.*
5. *Courts of arbitration; co-operative societies; industrial partnerships; amendment of law.*

A copy of these questions, and the answers thereto which we have received, are inserted in the Appendix to this Report.

Evidence and other information received.

(6.) Having caused it to be known that we were anxious to receive evidence from such persons as might consider themselves interested in the matter of our Inquiry, very full and valuable information has been afforded to us. We have received, also, various statements in writing on the subject of our Inquiry. Such of these statements as appear to us to be of importance we insert in the Appendix to this Report, in which, also, will be found a full Index to all the evidence, both oral and documentary, together with a Digest of the oral evidence.

Index and Digest in Appendix.

Trades unions abroad.

(7.) We also caused application to be made to Your Majesty's Secretary of State for Foreign Affairs for assistance in obtaining information relative to the laws affecting combinations of workmen and to the working of trades unions in Europe and the United States. A correspondence took place with Your Majesty's missions abroad on these subjects, and the reports which were received were forwarded to us. These reports have already been presented to Parliament by command of Your Majesty;* but inasmuch as they contain important and valuable information which is pertinent to our Inquiry, they are reprinted in the Appendix to this Report.

Presence of strangers at meetings of Commission.

(8.) At an early stage of the Inquiry, an application was made to us by a deputation from the *Trades Delegates Conference* assembled in London, and by a deputation from the *Conference of Representatives of Trades Societies*, to allow persons nominated by those bodies to be present at our meetings during the examination of witnesses. Having fully considered the application, we came to the following resolution, which was communicated to each of the two bodies in reply: "That in addition to the presence of such persons as the Commissioners may think expedient at any time, the Commissioners will be ready, as a general rule, to admit some one person connected with or representing any trade or society which seems likely to be affected by the inquiry to be conducted on a given day." In accordance with this resolution, we have been at all times ready to allow persons interested in the subject of our inquiry to be present during the examination of witnesses, so far as the space at our disposal for that purpose would admit. Of the permission so granted advantage has been freely taken.

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* *Correspondence with Her Majesty's Missions Abroad regarding Industrial Questions and Trades Unions.* 1867.

Witnesses Examined.

Building Trades.

(9.) We commenced our investigations by inquiring into the constitution and proceedings of the trades unions connected with the Building Trades, and examined the following officers of those unions: Building Trades.

Mr. Robert Applegarth, Secretary of the *Amalgamated Society of Carpenters and Joiners* (questions 1–302, 6539–6762, 7269–7377). Officers of unions examined.

Mr. Richard Harnott, Secretary of the *Friendly Society of Operative Masons* (1024–1320).

Mr. Thomas Conolly, a member of the same society (1321–1395).

Mr. Edwin Coulson, Secretary of the *Operative Bricklayers' Society* of London (1396–1628).

Mr. George Howell, a member of the same society, acting as Secretary of the *Reform League* (1629–1748).

Mr. Charles Williams, General Secretary of the *National Association of Operative Plasterers* (1749–1976).

Mr. George Housley, General Secretary of the *Friendly Society of Operative Bricklayers* (1977–2259).

Mr. William Macdonald, Honorary Secretary of the *Manchester Operative House Painters' Alliance* (2260–2435).

Mr. Robert Last, General Secretary of the *Operative House Carpenters and Joiners' Society* (2436–2578).

Mr. John Mooney, President of the *Operative Bricklayers' Society* at Glasgow (6764–6854).

Mr. Michael J. O'Neil, formerly General Secretary of the *Operative Bricklayers Society* (6087–6323).

Mr. James Matson, Secretary of the *Associated Carpenters and Joiners of Scotland* (7704–7991).

Mr. John C. Proudfoot, Secretary of the *Trades Council of Glasgow* (7992–8201).

Mr. James Clarke, Secretary of the *Stockport Bricklayers' Union* (6324–6404).

(10.) The following witnesses not members of trades unions were examined by us with reference to this branch of the subject: Witnesses not connected with trades unions.

Mr. Thomas Piper, Secretary of the *London Master Builders' Society* (2579–2761).

Mr. George Smith, of the firm of Smith and Taylor, the contractors for the India and Foreign Offices recently built, who submitted himself for examination in order to explain certain statements made by one of the above witnesses injuriously affecting, as he conceived, the character of his firm (2762–2866).

Mr. George Francis Trollope, of the firm of George Trollope & Sons, builders (2867–2950).

Mr. Alfred Mault, Secretary of the *General Builders' Association* (2951–3462, 3679–3731, 3969–4082, 4083–4325, 4728–4731).

Mr. John McDonald, President of the *Glasgow Master Brickbuilders' Association* (3463–3678).

Mr. Edmund Ashworth, the Chairman of the Committee for building the Assize Courts and New Prison at Manchester (4326–4377).

Mr. John Kettle, the foreman to the late Mr. Bramall, the contractor for the New Prison at Manchester (5443–5798).

Mr. James Wilson, a member of the Leeds Branch of the *General Builders' Association* (4385–4727).

Mr. John Bristow, a builder at Manchester (4857–5346).

Mr. Robert Richmond, an Inspector in the Manchester division of the Lancashire county police (4732–4856).

Mr. George Harrop, an Inspector of county police at Droylsden, near Manchester (5347–5442).

Mr. James West, a carter at Manchester (5799–5840).

Mr. Joseph Barlow, a brickmaker at Droylsden (5841–6086).

Mr. Thomas Prowse, formerly a member of a union of masons (7626–7689).

Iron and Coal Trades.

(11.) We examined the following witnesses connected with the Iron and Coal Trades: Iron and Coal Trades.

i. Officers of Trades Unions. Officers of unions examined.

Mr. John Kane, President of the *National Association of Malleable Iron Workers* (8205–8599, 9219–9268, 11,320–11,335).

Mr. Daniel Guile, Corresponding Secretary of the *Friendly Society of Iron Founders* (8600–8756).

Mr. William Hobson, Secretary of the *Associated Iron Workers of Great Britain* (8757–9024).

Mr. William Garner, Secretary of the *Millmen's Association*, West Bromwich (9025–9194).

Mr. John Millington, Secretary of the *National Association of Malleable Iron Workers* (9195–9218).

Mr. William Pickard, Agent for the Wigan District of the Lancashire Branch of the *Miners' Association* (12,115–12,157, 15,763–16,091).

Mr. Alexander McDonald, President of the *Miners' National Association* (15,020, 15,021, 15,237–15,762, 16,330–16,353, 16,518–16,527).

Mr. John Normansell, Secretary of the *South Yorkshire Miners' Association* (16,092–16,329).

Mr. William Brown, a miners' agent (16,354–16,517).

Witnesses not connected with trades unions.

ii. Other witnesses.

Mr. John Jones, Secretary of the *Ironmasters' Association*, and of the *Iron Manufacturers' Association*, for the North of England (9391–9824, 11,126–11,140).

Mr. Walter Williams, Honorary Secretary of the *South Staffordshire Ironmasters' Association* (9825–10,038).

Mr. George Thomas Clark, Trustee and Manager of the *Dowlais Iron Works*, Merthyr Tydfil (10,039–10,259).

Mr. James Brogden, Manager of the *Tondu Iron and Coal Works*, South Wales (10,260–10,411).

Mr. Frederick Smith, General Manager of Lord Dudley's mining estates in Staffordshire and Worcestershire (10,412–10,521, 10,828–10,928).

Mr. William Sergeant Roden, Manager of the *Shelton Bar Iron Company* in North Staffordshire (10,522–10,827).

Mr. Robert Heath, an iron master in North Staffordshire (10,929–10,992).

Mr. Abram S. Hewitt, an iron manufacturer in the United States (3732–3968, 6855–6984, 9269–9390).

Mr. Francis Mills, an iron-moulder, and a member of the *Free Labour Registration Society* (10,993–11,125).

Mr. William Clay, Managing Director of the *Mersey Steel and Iron Works*, Liverpool (11,141–11,319).

Mr. George Elliot, a proprietor of coal mines in Durham, Northumberland, Glamorganshire, and North Wales, and in North and South Staffordshire (11,336–11,480).

Mr. Charles Markham, Managing Director of the *Staveley Iron and Coal Company*, Derbyshire (11,481–11,758).

Mr. William Outterson Wood, Manager of Messrs. *Straker and Love's Collieries* in Durham (11,759–11,901).

Mr. John Thomas Woodhouse, a colliery viewer and manager of collieries in South Derbyshire (11,902–12,048).

Mr. James Haddock, Manager of the *Ravenhead Colliery*, St. Helen's (12,049–12,114).

Mr. William Gleadow, General Manager of the *Gresley Wood and Swadlincote Colliery Company* (12,158–12,321).

Mr. William Eley, Manager of the *Swadlincote Old Colliery* and the *Cadley Hill Colliery* (12,322–12,409, 16,536–16,570).

Mr. Arthur Higginson, partner in the firm of I. and N. Nadin and Co., *Stanton Colliery*, near Burton-on-Trent, and Honorary Secretary of the *Coal Owners' Association of Leicestershire and South Derbyshire* (12,410–12,484, 16,571–16,580).

Mr. Henry Currer Briggs, of *Henry Briggs, Son, and Co., Limited*, of *Whitwood and Methley Junction Collieries*, near Normanton (12,485–12,688, 12,754–12,780).

Mr. Archibald Briggs, Secretary of the last-named company (12,689–12,753).

Mr. Joseph Pyrah, a pitman in the employ of the company, and a shareholder (12,781–12,961).

Mr. John Pickles, formerly Secretary of the colliers' union of the Methley and Wakefield distric, now a sh areholder in the above-named company (12,962–13,081).

Mr. John Toft, in the employ of the company, and a shareholder (13,082–13,175.)

Mr. William Knighton, Chief Foreman of the foundries of the *Staveley Coal and Iron Company* (13,176–13,367).

Mr. James Campbell, Viewer of the last-named company (13,368–13,605).

Mr. Thomas Henshaw, Mr. Elijah Smith, and Mr. George Whitworth, colliers at Staveley (13,716–13,984).

Mr. George C. Greenwell, agent of Lord Vernon's collieries in Cheshire (13,606–13,715).
Mr. Archibald Hood, lessee of *White Hill Colliery* at Lasswade, near Edinburgh (13,985–14,185).
Mr. Philip Cooper, General Manager of the *Holmes Colliery* in Yorkshire (14,186–14,408).
Mr. John Chambers, one of the proprietors of the *Thorncliffe Iron Works*, Sheffield (14,409–14,705).
Mr. James Wilson, Viewer at the *Darfield Main Colliery* at Barnsley (14,706–14,893).
Mr. William Rowe, collier at the *Lindsay Cannel Pit* at Wigan (14,894–15,019).
Mr. Alfred Hewlett, a Managing Director of the *Wigan Coal and Iron Company* (15,022–15,143, 16,528–16,535).
Mr. Josiah Evans, of the firm of Richard Evans and Company, of *Haydock and Edge Green Colliery* (15,144–15,236).

Engineering and Shipbuilding Trades.

(12.) We examined the following witnesses connected with the Engineering and Shipbuilding Trades: Engineering and Shipbuilding Trades.

i. Officers of Trades Unions. Officers of unions examined.

Mr. William Allan, Secretary of the *Amalgamated Society of Engineers* (572–1023, 7378–7593, 18,941–18,972).
Mr. John Allen, an iron shipbuilder, and Secretary of the *Boilermakers and Iron Shipbuilders' Society of Great Britain and Ireland* (17,519–17,611, 18,075–18,099).
Mr. Peter James Robson, President of the *Shipbuilders' Provident Union of the Port of London* (17,612–17,697,17,977–18,028).

ii. Other witnesses. Witnesses not connected with trades unions.

Mr. Charles Frederick Beyer, a member of the firm of Beyer, Peacock, and Co., of the *Gordon Foundry*, Manchester (18,823–18,940).
Mr. John Robinson, Engineer of the *Atlas Works*, Manchester (18,973–19,094.)
Mr. James Nasmyth, formerly of the *Bridgwater Foundry*, Patricroft, near Manchester (19,095–19,340).
Mr. Clifford Wigram, a shipbuilder on the Thames (16,581–16,707).
Mr. Joseph d'Aguilar Samuda, M.P., a shipbuilder on the Thames (16,708–16,872).
Mr. John Dudgeon, a mechanical engineer and iron shipbuilder (16,873–16,993).
Mr. Frederick John Divers, Secretary of the *Thames Shipbuilding Company* (16,994–17,185).
Mr. Robert Steele, jun., a shipbuilder at Greenock (17,186–17,445).
Mr. John Paterson Smith, Secretary of the *Clyde Shipbuilders and Engineers' Association* (17,446–17,518).
Mr. Charles Mark Palmer, M.P., shipbuilder on the Tyne, and ironstone worker in Yorkshire (17,698–17,894).
Mr. George Bayley, formerly Surveyor of Shipping under the Board of Trade (17,895–17,976).
Mr. Robert Quaile, a member of the *Free Labour Registration Society*, employed in shipbuilding (18,029–18,074).

Tailors' Trade.

(13.) We examined the following witnesses connected with the Tailors' Trade, especially with reference to the recent strike of the London tailors: Tailors' Trade.

Mr. Robert Lewis, of the firm of Lewis, Sons, and Parker, St. James's Street (18,100–18,190). Witnesses examined.
Mr. Robert Bennett, of the firm of Bennett and Co., Conduit Street (18,191–18,210).
Mr. George Druitt, Secretary of the *London Operative Tailors' Protective Association* (18,211–18,304).

Glass Trade.

(14.) We examined the following witnesses connected with the Glass Trade: Glass Trade.

Dr. George Lloyd, of the firm of Lloyd and Summerfield, glassmakers, Birmingham, and Chairman of the *Midland Association of Flint Glass Manufacturers* (18,305–18,588). Witnesses examined.

Mr. William Robinson, of the firm of William Gammon and Co., glassmakers, Birmingham (18,589–18,625).

Mr. Thomas Joshua Wilkinson, Secretary of the *National Flint Glassmakers' Friendly Society* (18,626–18,796).

Mr. Joseph Leicester, a working glassmaker, and a member of the same society (18,797–18,822).

Printing Trade.

Printing Trade.

Witnesses examined.

(15.) We examined the following witnesses connected with the Printing Trade:

Mr. George Levey, a member of the *Master Printers' Association* (19,481–19,542).

Mr. Charles W. H. Wyman, Chairman of the same association (19,617–19,678, 19,975–19,979).

Mr. Benjamin Pardon, of the firm of Pardon & Son, printers, Paternoster Row, and a member of the same association (19,716–19,723, 19,930–19,942).

Mr. John Shreeve, Secretary of the *Machine Managers' Trade Society* (19,724–19,726, 19,908–19,929, 19,943–19,956).

Mr. William Hugh Blatchley, Secretary of the *London Union of Pressmen* (19,727–19,764, 19,957–19,974).

Mr. Henry Self, Secretary of the *London Society of Compositors* (19,765–19,787, 19,791–19,907).

Mr. Richard Lee, a working printer, and a member of the same society (19,788–19,790).

Miscellaneous.

Miscellaneous witnesses.

(16.) We examined two actuaries, Mr. Robert Tucker and Mr. Alexander Glen Finlaison, as to whether the subscriptions contributed by the members of the above-mentioned *Amalgamated Society of Carpenters and Joiners* and *Amalgamated Society of Engineers* are sufficient to answer the several purposes, benevolent and other, for which they purport to be received (Mr. Tucker, 6405–6538, 6763, 7232–7268, and Appendix to *Fourth Report;* Mr. Finlaison, 7690–7703, and Appendix to *Sixth Report*).* Evidence in reply to the opinions expressed by these gentlemen was received from Mr. Applegarth and Mr. Allan, whom we have already mentioned as secretaries of the two societies in question (Mr. Applegarth, 6539–6705, 7269–7292; Mr. Allan, 7378–7593).

We examined Mr. Rupert Kettle, a County Court Judge, as to his experience of the success of arbitration as a means of alleviating the evils of strikes, and of adjusting differences between bodies of workmen and their employers (6985–7231). We also examined, especially on this subject, Mr. Anthony John Mundella, M.P., a hosier at Nottingham (19,341–19,480, 19,679–19,715), and Mr. Michael Daintry Hollins, a member of a large firm engaged in the pottery trade in Staffordshire (19,543–19,616).

We examined Mr. H. C. Briggs, Mr. Archibald Briggs, and Messrs. Pyrah, Pickles, and Toft, all of whom we have before mentioned as witnesses connected with the coal trade, with especial reference to the working of the plan of industrial partnership which has been adopted by Messrs. Briggs in their collieries in Yorkshire.

We also examined Mr. George Potter, President of the *London Working Men's Association* (303–571); and Mr. Robert S. Danter, who was appointed by the executive council of the *Amalgamated Society of Engineers* to go to Sheffield with Mr. George Odger, the Secretary of the *London Trades Council*, to make inquiries there with respect to the "Hereford Street outrage"† (7594–7625).

ORGANIZATION AND PROCEEDINGS OF TRADES UNIONS.

Organization of unions.

(17.) Trades unions in their organization usually resemble each other, but the rules vary in the different societies. The most usual form of unionism is an association divided into branches or district unions, which again are made up of lodges or local bodies. The seat of the governing body or executive committee is usually fixed in some central town, or is occasionally changed at stated periods by a general vote. In one instance at least (the *Amalgamated Society of Engineers*) there is a trades union with branches in Your Majesty's colonies, on the continent of Europe, and in the United States of America.

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* These Reports, which are referred to in the evidence of Mr. Tucker and Mr. Finlaison, and were appended—the one to the Fourth and the other to the Sixth Report of the Commissioners—will be found reprinted in the Appendix to this Report.

† See *Report of the Sheffield Examiners*, p. x.

(18.) It is a part of the policy of trades unionists, by this organization, to extend the area of their operations as far as practicable, and thus to increase their power as well in dealing with the employers of labour as in exercising control over their fellow-workmen who stand aloof from the union. Each of the branch or district unions, though having a separate government of its own, is for certain purposes subject to the control of a general committee or central council, composed of delegates or officers elected by the general body. It is in general the practice of the several branches to make periodical reports to the central council on the state of trade, the rate of wages, and other matters of interest in their districts. With the information thus acquired the central council is enabled, in the exercise of its function of watching over the interests of the trade committed to its charge, to proceed with greater effect in controlling and directing the proceedings of any branch or section, and, on fitting occasions, to wield the whole power of the association by means of a concerted action among the several branches constituting the union. On special occasions it is customary to summon a conference of delegates elected by the branches to consider matters affecting the constitution of the union or its general policy.

Extension of area of operations.

Periodical reports.

(19.) The information contained in the periodical reports of the branches may also be turned to account in equalizing the supply of labour in different parts of the country, and in some of the unions this object is attempted. Mr. Applegarth, the secretary of the *Amalgamated Society of Carpenters and Joiners*, says in his evidence (qu. 162): "When "the monthly returns, on or about the 6th of each month, come into my hands, I run "down the reports to find where men are wanted, and where men are out of employment. "I then take the earliest opportunity possible of writing to the secretaries in the towns "where men are out of employment, to tell them where men are wanted, and we make a "practice of paying the railway or steamboat fare of the men that are out of employment, "when we send them to the places where men are wanted."

Equalizing supply of labour.

(20.) The government of the unions is in general vested, as to each district or branch union, in a committee and a local secretary of the branch, elected from time to time by its members. As to the whole society, the government is commonly vested in a general or executive council elected by the branches, and a general secretary elected by universal suffrage of the whole society. Both the general or executive council and the committees of the several branches are required to govern themselves, in conducting the affairs of the society, by the rules agreed to by the society; and where these are silent they are to act according to the best of their judgment, subject to an appeal to the general body.

Government of unions.

(21.) The conditions subject to which the members are admitted to the society vary in the different unions. It is in general required that the candidate shall have served an apprenticeship of five years to the trade to which the union belongs, or at least shall have worked at the trade for five years. There is in general a limit to the age at which a candidate can be admitted; and an entrance fee is exacted varying in amount according to his age when admitted.

Conditions of membership.

(22.) The expenses of the society are defrayed from these admission fees, and from a stated weekly, or sometimes monthly, payment exacted from each member; and occasionally, when extraordinary expenses have been incurred (generally occasioned by strikes), from levies made upon the members by order of the governing body. Another source of income is derived from the fines imposed on the members from time to time according to the rules of the union. Viewing the funds of the society in the light of an insurance fund for the benefit of the members of the society, the amount or value of that fund is moreover increased from time to time by the forfeiture of whatever share of the fund may be supposed to belong to members expelled for breach of the rules or disobedience to the orders of the society, or who from other causes cease to be members.

Income and expenses.

(23.) The weekly payments vary in amount in the different trade societies. In some cases the payment is made in two divisions: a payment for what are called "benefit" purposes, and a payment for "trade" purposes. In other cases there is one payment only for both purposes without distinction; and where the weekly payment is in two distinct portions, it does not appear, so far as our information extends, that separate accounts are kept in respect of the two divisions. In some of the societies the weekly and other payments are the same throughout all the branches, and the funds of the society in its different branches are equalized once a year. In others the payments vary in different localities, and the funds of the different branches are kept distinct under the management of the local committees.

Contributions by members.

Rules of unions.

(24.) Numerous documents have been furnished to us, showing, with other particulars, the organization and rules of a large number of trades unions in various parts of the country. We insert a selection from these in the Appendix to this Report.

Extent of Inquiry.

(25.) Although it has not been in our power, within the time at our disposal, to inquire into even a considerable proportion of the whole number of trades unions within the United Kingdom, we believe, nevertheless, that the results of our inquiry into the constitution and proceedings of those unions which have come under our observation, are such as to enable us to judge fairly of the general character of the constitution and proceedings of the whole number.

Objects of Trades Unions and Method of Attainment.

Objects of unions.

(26.) The objects of trades unions are in general of a twofold character:—

Benefit societies.

I. *First.* Those of an ordinary friendly or benefit society—*viz.*, to afford relief to the members of the union when incapacitated from work by accident or sickness; to allow a sum for the funeral expenses of the members and their wives; and sometimes to provide superannuation allowances for members incapacitated by old age.

Trade societies.

II. *Secondly.* Those of a trade society proper—*viz.*, to watch over and promote the interests of the working classes in the several trades, and especially to protect them against the undue advantage which the command of a large capital is supposed by them to give to the employers of labour.

These objects usually combined.

(27.) The objects last referred to are, in the great majority of the existing trades unions, the main objects of the members in associating together. It is, however, found desirable by the promoters of trades unions to combine with these objects the functions of a friendly or benefit society. Additional members and additional funds are thus obtained; and the hold which the society has over its members is strengthened by the consideration that any member who should subject himself to expulsion for disobedience to the orders of the union, issued in what it deems the interests of trade, would thereby forfeit the superannuation and other benefits to which he would be entitled, it may be, from a long course of subscription, continued with the very object of securing to himself those benefits.

Trade purposes.

(28.) With respect to the trade purposes of the unions, one of the most constant objects is to obtain for the members the best rate of wages which they can command, and to reduce the number of hours in which the wages are earned. A further object is to bring about a more equal division of work among the members of the trade, and its distribution among a greater number of workmen, than would prevail under the influence of unrestrained competition; and this object is sought by attempting to establish a uniform minimum rate of wages.

Strikes.

(29.) The agency through which the trades unions endeavour to effect these purposes is of two kinds—direct and indirect. The direct agency is by means of what is termed a "strike"—a simultaneous cessation from work on the part of the workmen. The strike is the ultimate sanction, as between the workmen and the employer, of all the demands insisted upon by the union. It is usually preceded by an intimation that if the concession required be not granted the men will quit work in a body. If this intimation fails to produce the desired effect, the case is ordinarily brought before the governing body of the union; and if the proposed proceeding is approved, the strike is organized and the men are called off work.

Conduct of strikes by unions.

(30.) The policy and conduct of strikes would seem to constitute an important part of the duties of the council of a union. In the case of the *Amalgamated Society of Carpenters and Joiners*, Mr. Applegarth, the secretary, informed us (qu. 54) that the number of strikes involving a large number of men are about 12 in a year. Speaking of the success which had attended the establishment of a branch union at Bradford in raising wages and shortening hours, he says (qu. 145): "Our men were continually "agitating in a very businesslike manner with their employers, and the result has been, "as here stated, that they have got their hours reduced and the wages increased." Their general policy is to take advantage of a brisk trade to insist on a rise of wages, and when trade is slack they resist a fall (Applegarth, qu. 95; Allan, qu. 857-861). It appears, however, in evidence that in many cases leaders of unions fail to consider whether the circumstances of the trade are such as to call for or admit of a rise of wages. It is with them rather a question of the relative strength of the two parties.

Relation of unionism to strikes.

(31.) It does not appear to be borne out by the evidence that the disposition to strike on the part of workmen is in itself the creation of unionism, or that the frequency of strikes increases in proportion to the strength of the union. It is, indeed, affirmed by

the leaders of unions that the effect of the established societies is to diminish the frequency, and certainly the disorder, of strikes, and to guarantee a regularity of wages and hours rather than to engage in constant endeavours to improve them. But supposing such results to follow, as stated, from the establishment and action of a powerful trades union in any trade or district, it is not unreasonable to assume that the diminished frequency of strikes may arise not from any want of disposition to strike on the part of the members of the union, but from the fact that its organization is so powerful as, in most cases, to obtain the concession demanded without recourse to a strike. The effect of a very powerful and rich union organization in moderating the disposition to strike is shown in the evidence of Messrs. Allan (qu. 814–844), Applegarth (135–137), W. Macdonald (2289), Harnott (1054), Coulson (1417–1424), A. Macdonald (15,592–15,594, 15,620), Pickard (15,830, &c.), Wilkinson (18,743), Self (19,804), Mundella (19,691), and Cooper (14,201–14,210).

Restrictive rules of unions.

(32.) The indirect agency above referred to is of a more complex nature; but it will be found to resolve itself into—

1. An attempt to limit the number of workmen to be employed in any branch of industry, and so to create a monopoly of labour with its attendant power to command a higher rate of wages.

2. To repress competition among the workmen themselves.

Assumed advantages of unionism.

(33.) It is said by some advocates of trades unions that men, if left to independent action, will, in the struggle for employment, by competition with each other lower the rate of wages at which they are willing to work; and will, also, be tempted by the love of gain to injure themselves by working long hours and overtasking their strength, thereby compelling others to follow their example. It is deemed more for their interest, therefore, that they should by arrangement together refuse to accept less than a certain rate of wages or to work more than a limited number of hours, and should also resort to other expedients for distributing the work equally amongst them, and making it go as far as possible in furnishing them a moderate amount of employment.

Monopoly of labour.

(34.) The monopoly of labour is attempted to be effected by means of rules, or by a practice tacitly adopted among the members of the unions, limiting the number of apprentices to be allowed in a trade, and excluding from work as far as practicable workmen not belonging to the union. The limitation of the number of apprentices is not insisted on by all the unions, but it is a matter to which some of them attach the greatest importance. This question, and the question of the employment of boys to do work which it is urged by the unionists ought to be done by men, have led to many disputes. Mr. Allan, the secretary of the *Amalgamated Society of Engineers*, one of the largest unions in the United Kingdom, and every way one of the most considerable, says (qu. 841) that the disputes with employers during the last 10 years have "principally arisen from "piecework and the large number of boys employed."

Limiting the supply of labour.

(35.) The right to limit the supply of labour in a given trade, and so to raise the rate of wages, is distinctly claimed by some of the unionists. Mr. Wilkinson, the secretary of the *National Flint Glassmakers' Friendly Society* says (qu. 18,717): "The limitation "of apprentices is simply because we consider that as working men who have been "brought up in the trade and devoted a number of years to learn it . . . . we have a right "in a certain measure to limit the supply in accordance with what the demand may be." And Mr. Shreeve, the secretary of the *Printers' Machine Managers' Trade Society*, says (qu. 19,949): "The way in which we look at this apprentice question is simply this—"that we have served our time to a business and we wish to get a respectable living by it. "We know that if there are four men to do two men's work the wages must come down."

Employment of women.

(36.) On the same ground, objection is sometimes made to the employment of women in certain kinds of work. A union of warpers in Manchester refused to allow the wife and sisters of one of their members to warp. "It was against their rules," they said, "to "allow women to warp, for if women were introduced into their market the wages of the "men would be reduced."*

Monopoly of the work of a district.

(37.) Sometimes the monopoly of the work of a district has been attempted. A society of brickmakers in Manchester, as stated in the report of the Examiners into that district, "claim an extent of four miles round Manchester in every direction, an area "of 120 square miles, as their peculiar district, within the limits of which they permit no "bricks to be made except by Manchester union men, nor any bricks to be used except "those made within the district. They accomplish the latter object by means of an alliance "with the Manchester Bricklayers' Union, the members of which will not set any bricks "not made within the above-named district. Levenshulme is claimed by both the

* *Report of the Manchester Examiners*, p. xxi.

" Manchester and Stockport Unions, and is a kind of debateable ground between " them."*

Repression of competition.

(38.) The chief expedients for repressing competition among the workmen are rules, or a tacit understanding, prescribing a *minimum* rate of wages to be accepted and a *maximum* number of hours to be worked by the members of the union, and prohibiting them from working overtime or taking piecework. The opponents of overtime and piecework appear to us to hold that the man who works overtime takes so much from the common stock of labour, and thus injures the rest; and that the man who takes piecework, besides that he gets more than his share of the common stock of work, is apt to show what may be done by skill and industry, and so raises the standard of expectation on the part of the employer.

Piecework.

(39.) The opponents of piecework further attempt to justify the rules against it on the ground that piecework, where quick despatch becomes the main consideration of the workman, is apt to lead men to hurry over their work in a slatternly manner, and so results in inferior workmanship, which, when finished, the employer has no means of checking or testing. It is in the interest, therefore, as they allege, of the employers and the public, not less than of the workmen, that they object to piecework. The employers, however, by no means accede to this view. Their opinion is almost universally in favour of piecework wherever the circumstances of the work admit of its adoption. Mr. Robinson, the engineer of the *Atlas Works* at Manchester, in commenting on the statement of Mr. Allan, the secretary of the *Amalgamated Society of Engineers* (qu. 678), that " as a general rule " piecework " is inferior", and (qu. 19,088) that in " places where piecework is worked there is a tendency on the part of the working men to slide over the work," says (qu. 19,089): " The plan of doing piecework in an " establishment like ours, and in Whitworth's and Beyer's, has led to such a reputation for " our work that we can get a higher price than other firms;" and (qu. 19,090) that " it is far easier to check the quality of work done in a properly organized establishment " than it is to check the amount of the work."

Other modes of interference by unions.

(40.) Other expedients of a minor character, and having the same object in view, are rules, or a tacit understanding existing in some unions, confining each class of workmen strictly to their own division of labour—*e.g.*, restricting the mason from on any occasion setting or displacing a brick, or the bricklayer a stone, or either of them from doing any portion of the work which belongs to a plasterer; and rules against what is called " chasing "—*i.e.*, prohibiting the leading man, where several workmen are working in line, from proceeding at more than a moderate rate; and rules limiting the number of bricks to be carried in a hod, and prohibiting the carrying of bricks in a wheelbarrow, and prohibiting the working of stone at the quarry, and the like: matters which, although they may have the appearance of being of minor importance, are vexatious and harassing to the employers, and are sometimes attended with great inconvenience and loss.

Instances of interference.

(41.) Some of the instances brought under our notice, in which the rules of trades unions interfere with employers in the mode of conducting their business, are of a more extravagant character. Such, for instance, are the following: a union of bricklayers at Manchester interfered to insist that a Manchester builder, constructing a railway station at Bury, should take at least half the men from Manchester (qu. 3454); the *National Association of Operative Plasterers* interfered to require an employer, whose head office was at Manchester, although he had a branch office at Bolton, to pay Manchester wages for a job at Bolton (qu. 3416).

Design in framing rules of unions.

(42.) It is not pretended that in framing the rules of the union any regard is had to the convenience of the employer. The rules, says Mr. Conolly, a member of the *Operative Society of Stonemasons*, and a leading man among unionists, " are made for men, not for " masters; we do not take masters into the account at all in the arrangement of the " matter; we merely look upon them as men who step in with their capital and who want " to get the greatest profit they can out of their capital, while we want to get the greatest " profit we can out of our labour; and we find that by an arrangement of this sort, " without depriving society of the advantage of the skill of its members, we can gain " our object " (qu. 1349).

Associations of Employers.

Associations of employers. In principle the same with unions of workmen.

(43.) The associations of employers, to which our attention is directed by Your Majesty's Commission, are, though different in character, in principle the same with the associations of workmen hitherto referred to. They are, however, comparatively very few in number, and have, in general, been formed for the ordinary regulation of their respective trades, for the purpose of obtaining labour upon the most favourable terms,

* *Report of the Manchester Examiners*, p. ix.

and for self-defence against the proceedings of the trades unions. The employers cannot fail to see the advantage which the trades unions, in the conduct of strikes, may have in attacking the employers in detail. The strike is with this view directed against a single employer, or against the employers in a single district, the workmen on strike being supported by those still in the employment of other masters; the intention being, on the success of the first strike, to take other masters in succession. To defeat this policy the employers resort to such expedients as they deem best for their own protection. The ordinary course is to form an association of their own, in which they agree, in the event of a strike against any member of the association, to close the workshops of all (commonly called a "lock-out"), and in some cases, by a rateable subscription among themselves, to give pecuniary assistance to the employer against whom the strike is directed. These associations are described as being frequently of a temporary character, and dissolved so soon as the contest with the workmen, which has given rise to the association, has come to an end. Mode of procedure.

(44.) The associations of employers appear to be so far of a voluntary character that no instance has been brought under our notice in which any attempt has been made to coerce an employer not desiring to join such an association. Their voluntary character.

Effects of Trades Unions on the Character of Working Men, and on their Relations with their Employers.

(45.) That trades unions have had certain injurious effects on the character of the workmen, as well as on the relations between them and their employers, seems not to admit of doubt. Thus much the evidence which we have collected appears to us to establish. But in respect to the special character and extent of those effects, there is, as might be expected, great discrepancy between the witnesses. The employers complain that trades unions have fostered a spirit of antagonism between themselves and their workmen which formerly did not exist. There is no longer, they say, the cordial and friendly feeling which used to be common between the two classes. The workmen, looking rather to the approval of their unions than to that of their employers, are less anxious than of yore to stand well with the latter; and the employers on their part no longer feel under the same obligation to look after the interests of their workmen and to assist them in periods of difficulty. Misunderstandings which often would be readily settled if there were free and friendly intercourse between them, are exasperated and prolonged. Such are the allegations of the employers. Nor can it be said that they are materially shaken, or even strongly denied, on the part of the unionists. These, in general, seem rather to regard those sentiments of which the employers regret the decline, as founded on mistaken notions of inferiority on the one hand and patronage on the other. Certain injurious effects of unions indisputable.

(46.) But many statements will be found in the evidence implying a deterioration in the character of the workmen in more material respects than these. It is said that the better class among them are losing, under the influence of the trades unions, the character of self-reliance and independence by which they used to be distinguished. The desire of the workman to excel, to do the best in his power to give satisfaction to his employer, to improve himself, and if possible to rise in the world, is damped by the thraldom in which he is held to the rules of his union, and by the systematic disapproval on the part of his fellow unionists of all efforts to go beyond that average level of exertion which it is the aim of the unions to maintain. Alleged deterioration of workmen.

(47.) To this it is replied on the part of the unions, that their real tendency, considered in a wider and more equitable view, is to raise, not depress, the character of the workman, by making him feel that he is not an insulated agent, subject to oppression, or at all events to accidents over which he can exercise no control, but a member of a strong united body, capable at once of defending his rights and of ensuring him a resource in case of temporary need. It is maintained also that the practice of having a code of working rules agreed to between employers and workmen, such as the better unions seek to establish, embracing a book of wages, of laws, and of trade rules, is attended with the best results; that it tends to diminish and usually to extinguish the occurrence of strikes, and to establish a spirit of co-operation between masters and workmen. Unionists dispute this.

(48.) It is no necessary part of our duty to pronounce authoritatively between these conflicting assertions. We can only hope that the body of evidence which we have collected will be of service to those who may wish to study for themselves some of the most difficult and momentous questions with which society has now to deal. Thus much only we will intimate as the apparent result of our inquiries: that, whether the circumstance is to be regretted or not, the habitual code of sentiment which prevailed between employers and workmen in the times when the former were regarded by both General view afforded by the evidence.

law and usage as the governing class is now greatly relaxed, and cannot be revived. A substitute has now to be found for it, arising from the feelings of equity, and enlightened self interest, and mutual forbearance, which should exist between contracting parties who can best promote their several chances of advantage by aiding and accommodating each other.

Unionists and non-unionists.

(49.) With regard to the coercion occasionally practised by the majority over the minority in the unions, and to the more habitual coercion which they are apt to exercise, and of which many of their defenders seek to justify the exercise, over their fellow workmen who do not belong to the union, we need not here enter into any detailed statement, because the abundant evidence relating to this subject tells its own story without the aid of any summary. To how great an extent this system has been carried in the case of some unions may be seen at large in the Reports of the Examiners into certain proceedings of some of the trades unions of Sheffield and Manchester. In many of the trades unions in those neighbourhoods crime and outrage have been the habitual methods of enforcing the trade laws of the union. "Rattening," one of the mildest of these methods—*viz.*, the abstraction of the workman's tools, so as to prevent him from working for his livelihood until he has obeyed the arbitrary orders of the union—they look upon (according to one of their advocates and apologists) as little if at all worse than distraining for rent by a landlord. According to another of their advocates and apologists, they regard workmen who stand aloof from the union with a feeling akin to that which defenders of their country have towards a citizen who deserts to the invaders for the sake of better pay. Here is manifest, on the testimony of their friends, an utter perversion of all sense of law and duty. And it is to be observed that the discreditable proceedings to which we refer have by no means been confined to the lower class of workmen. With regard to the outrages at Manchester and in the neighbourhood, the Examiners report as follows on the brickmakers' and other unions into which they made inquiry: "The outrages which we have related, and which rendered "life and property insecure, were, in our opinion, all of them instigated and sanctioned "by the several unions in the districts in which they were respectively committed. They "were all deliberately planned and executed in furtherance of a system, which had for "its object the subjection of both masters and men to the rules of the union, and the "destruction of the freedom of labour."*

Rattening.

Outrages by unionists at Manchester.

Evidence from non-unionists.

(50.) One observation, however, we feel it necessary to make. Leaving out of the question grosser cases of outrage, and confining ourselves to the more ordinary cases of vexatious interference with the workmen's liberty which have been brought before us, it must be noticed that very nearly the whole of these instances rest on the testimony of the employers: the workmen themselves, those on whom the alleged tyranny actually presses, have not come forward in any numbers in answer to our general invitation, to substantiate them. As far as the workmen are concerned—if we except the evidence of members of the *Free Labour Registration Society*, a body organized for the particular purpose of counteracting the trades unions—few complaints of the present influence of trades unions, and no suggestion for the curtailment of their power, have been brought before us. No independent and insulated workmen have volunteered to express themselves in that sense. This may be interpreted, either as implying that the labouring classes in general are not discontented with the restrictions which the trades unions appear to impose on industry, or (as we believe) as implying that the influence of those unions is so very extensive, and their ramifications so minute, and the general dislike to oppose an established class feeling so strong, that the real sentiments of the workmen opposed to unions have been, to a great extent, withheld from us.

Effect of Trades Unions on the Trade and Industry of the Country.

Effect of trades unions on trade not easily determined.

(51.) The effect which unions have had in impeding the development of trade, whether by simply raising prices, or by diverting trade from certain districts or from this country abroad, is a matter excessively difficult to determine. That unionism frequently occurs with a declining trade is sufficiently plain: that they stand in relation of cause and effect is another thing. It is obvious that many points in a very complex chain of reasoning have to be determined before this can be proved. It must first be shown what is the actual as well as the relative diminution in production. It must then be determined how far this represents a general diminution in demand, and how far it stands for production of other markets. Then, if a distinct case is made out that the trade has gone into other channels, it remains to be shown to which of the possible causes this is due.

* *Report of the Manchester Examiners*, p. xxv.

(52.) There are many rules and practices of trades unions of which it must be predicated that their effect, in so far as they are really effective, must of necessity be to enhance the price of commodities by raising or artificially keeping up the cost of production. But whether such rules and practices are really sufficient for that object—whether they are not either far less effectual than is commonly supposed, or liable to be counteracted by other causes operating in a contrary direction—is a question incapable of solution without an investigation extending to a great variety of subjects besides that directly submitted to us. Objectionable practices of unions.

(53.) The industries on which trades unions may be supposed to have had an effect must be divided into two classes—those in which foreign competition cannot, and those in which it can, materially interfere with the productive industry of the country.

(54.) In the first case, there is nothing *à priori* to prevent the operation of trades unions from raising the cost of commodities until the rise is checked by the diminution of consumption. Such an instance is afforded by the various trades engaged in building; in these, unionism extensively prevails, and to its history much of the early part of our Inquiry was directed. Referring to the evidence which we have received with respect to those trades as containing our sources of information, and expressing no positive opinion on an extremely intricate question, we are disposed to think that the operation of trades unions may have tended to enhance in these trades of late years the cost of production, and that houses and other buildings might have been somewhat better and cheaper at the present time had not trades unions interfered so extensively and so vexatiously with the proceedings of the employers. It does not necessarily follow that they have raised wages in those trades, and improved thereby the condition of the workman; the contrary, in the long run, is more probable. Effect of unions in trades fixed to the soil. Cost of production possibly enhanced.

(55.) The other class of trades—that class in which production may be interfered with by foreign competition—is far more important, since it may be truly said that on the power of this country to produce her staple commodities better and more cheaply than the rivals with whom she has to compete, her commercial prosperity mainly depends. Accordingly, we have not failed to give our special consideration to every fact which has been brought before us relating to so essential a part of our Inquiry. But we are compelled to admit that we have been unable to arrive at any very definite solution of the problem, whether or not trades unions have had of late years a mischievous operation in this direction. It will, no doubt, be found that our evidence contains many statements on the part of masters to the effect that under the prevalence of trades unions their own special business has been in their belief interfered with by foreign competition, or (more commonly) that they have reasonable grounds for apprehending such interference. But, as we have said, even where the fact of a decline of production is admitted, it by no means follows that we have arrived at the cause; and, taking the more general evidence afforded by the returns of our export trade for the last few years, we cannot state that we have traced any distinct connexion between its fluctuations in particular employments and the prevalence of trades unions in those employments. Effect of unions in trades affected by foreign competition. Effect undetermined.

Legality of Trades Unions.

(56.) With regard to the legality of trades unions as at present constituted, we are advised* and believe that prior to the Act 5 Geo. IV. c. 95, any such concerted proceeding on the part of the workmen as a strike, would have been an unlawful combination punishable at common law by fine and imprisonment; and that a union or association of workmen for raising funds to support the men engaged in such a strike, would have been an unlawful association. State of the law prior to 5 Geo. IV. c. 95.

(57.) The Act 5 Geo. IV. c. 95, which exempted from punishment the parties to such a combination when not attended with violence, was itself repealed by the Act 6 Geo. IV. c. 129. This Act had a much more limited operation than the Act which it repealed. It did not go further than to exempt from punishment, either by statute or at common law, persons meeting together for consulting upon and determining the rate of wages which *the persons present at the meeting or any of them* should demand for their work, or the hours during which they should work; and it contained a similar limited exemption with respect to persons entering into an agreement for the same purpose. With this limited exemption it left the common law in force as before. 6 Geo. IV. c. 129.

(58.) No trades union, so far as our observation has extended, has attempted to give to the combination a wholly legal character by confining the application of its funds in support of men on strike to the limits within which alone combinations Position of the funds of trades unions.

* A Memorandum on *The Law Relating to Trade Unions* was drawn up for our information by Sir William Erle, the Chairman of the Commission, and is printed at p. lxv.

are legalized by the Act 6 Geo. IV. c. 129. Unions contemplate generally the application of their funds to the support of men engaged in a strike for the purpose of enforcing some decision come to by the union in what they deem to be the interests of trade. Many such strikes would therefore be unlawful combinations at common law, and would not be relieved by the statute. Again, the rules above adverted to, imposing restrictions not only on the members of the unions, but also on employers of labour in their mode of conducting their business—such, for example, as those relating to the number of apprentices to be employed, the taking of piecework, the working overtime, the working with men not members of the union, and the like—are either expressly adopted or tacitly acted upon more or less by nearly all the trades unions throughout the United Kingdom, and being what the law deems in restraint of trade, are such as to make those unions unlawful associations.

Amendment of law desirable.

(59.) It may be assumed, therefore, that the trades unions, with very few exceptions, have, by their rules and proceedings, placed their funds more or less beyond the protection of the law; and they are not altogether relieved either by the Act (31 & 32 Vict. c. 116) giving remedies to associations in cases of larceny by members thereof, or by the section in the Friendly Societies Act applicable to trade societies (18 & 19 Vict. c. 63. s. 44), since that section applies only to societies established for "any purpose which is not illegal." This is a state of things which we think ought not to be allowed to continue; and we are brought, therefore, to the consideration of that part of Your Majesty's Commission which directs us to suggest any improvements to be made in the law with respect to trades unions.

Right to Combine.

Right of combination.

(60.) With regard to the general question of the right of workmen to combine together for determining and stipulating with their employer the terms on which only they will consent to work for him, we think that, provided the combination be perfectly voluntary, and that full liberty be left to all other workmen to undertake the work which the parties combining have refused, and that no obstruction be placed in the way of the employer resorting elsewhere in search of a supply of labour, there is no ground of justice or of policy for withholding such a right from the workmen. It cannot be doubted that a demand backed by the resolution of a large body of workmen to decline work if the demand be not acceded to, comes with more force than that of an isolated workman; and we think that the workmen may reasonably claim to be allowed any advantage which they can derive from such concerted action, in bargaining with their employer from time to time as to the terms on which they will dispose of their labour.

Bargaining.

(61.) In every bargain there is, more or less, a struggle between the buyer and the seller, the seller desiring to get as much as he can, and the buyer to pay as little as possible; but, as between the employer and the workman, there is in general this advantage on the side of the employer, that he can more easily wait—*i.e.*, can hold out longer than the workman. Moreover, the holding out singly of any one workman out of a large number does not much affect the employer; his works go on, though perhaps not in complete efficiency, until a further supply of labour is obtained: but the workman is generally in such a position that he must starve unless he either accept the terms offered, or is able speedily to find work elsewhere. He in general cannot wait. It is to redress this inequality that the power of combining is justified by the promoters of trades unions.

Non-unionists.

(62.) But upon the same principle, and for a precisely similar reason, we think that whilst conceding to such workmen as desire to exercise it an extended right to combine against their employers, especial care should be taken that an equal right be secured to those workmen who desire to keep aloof from the combination, to dispose of their labour with perfect freedom as they severally think fit. The power of working, and consequently the value of a man's labour, varies in different individuals according to their strength, their skill, and their industry. The workmen who think it for their advantage to combine together in the disposal of their labour are no more justified in constraining any other workman, who does not desire such association, to combine with them—to bring his labour into common stock, as it were, with theirs—than an association of capitalists in constraining an individual capitalist to bring his capital into common stock with theirs; and it is the more important that the law should protect the non-unionist workman in his right freely to dispose of his labour as he thinks fit, because, standing alone, he is the less able to protect himself.

Classes requiring protection.

(63.) We do not attach any weight to an argument which is sometimes adduced in favour of the right of combination—*viz.*, that such a power is required for protecting the

workmen against the use by employers of dangerous machinery, for resisting the truck system, and for protecting women and children. These, we think, are matters to be regulated by law, so far as regulation is required: but it may well be argued that the practice of combination amongst workmen may be useful for the purpose of aiding the law in the repression of those practices; the existing law, whether sufficient in itself or otherwise, having been found in some cases difficult of enforcement.

Office of the law.

(64.) All that, as it appears to us, the law has to do, over and above any protection that may be required for classes unable to protect themselves, such as women and children, is to secure a fair field for the unrestricted exercise of industrial enterprise. It should recognize the right in the labourer to dispose of his labour, the capitalist of his capital, and the employer of his productive powers, in whatever manner each of them, acting either individually or in association with others, may deem for his own interest; and that without reference to the question whether he is acting wisely for his own interest or advantageously to the public, or the contrary. The interest of the public will be best consulted by allowing each of these parties to do what he thinks best for himself without further interference of the law than may be necessary to protect the rights of others.

Abuses of Combination.

Power of combination liable to abuse.

(65.) We do not conceal from ourselves that a power of voluntary combination, such as we have proposed for sanction, is liable to abuse. The consciousness of possessing such a power will no doubt sometimes lead workmen to insist on unreasonable demands, to which the employer, rather than undergo the loss and inconvenience of a stoppage of his works, will be induced temporarily to submit, it may be to the ruin, ultimately, of all his prospects in life if he be a person of small capital with heavy engagements on his hands.

Influence of unions on rate of wages.

(66.) But this is not always the character of the strikes; and although it is true that ultimately and permanently the rate of wages must be governed by the law of demand and supply of labour, it is also true that trades unions may have, and there seems good reason to believe that of late years they have had, some influence in bringing up wages to that rate more speedily than otherwise they would have attained to it. The estimate of their influence in this respect has no doubt been much exaggerated.

Injudicious exercise of powers.

(67.) Many instances have been brought under our notice of ill-advised strikes, and of interference in other ways by unions of workmen with employers in their mode of carrying on their business, resulting in loss and suffering both to employers and workmen. These, no doubt, are serious evils, but they are evils necessarily incident to the exercise of this kind of power by the working classes; and they must, we think, be left to the correction of increased experience and growing intelligence. Whether these evils may be in some degree alleviated by a voluntary system of arbitration, or by the institution of conciliatory meetings of masters and workmen, such as are in existence at Nottingham and in some other places, is a question which we consider in a later part of this Report.

Not a ground for withholding the right.

We do not think that they form any sufficient reason for withholding from the working classes the right of combining together for conducting their dealings with their employers, and of striking work in concert when they see fit, provided that the combination and the strike are voluntary, and that no contract is violated, and the rights of no other persons are interfered with.

Picketing.

Picketing.

(68.) It has been shown in evidence that these rights are most liable to be interfered with by what is commonly known as the system of "picketing." Picketing consists in posting members of the union at all the approaches to the works struck against, for the purpose of observing and reporting the workmen going to or coming from the works, and of using such influence as may be in their power to prevent the workmen from accepting work there.

Liable to abuse.

(69.) It is alleged that instructions are given to the pickets to confine themselves to a mere representation of the case of the union promoting the strike, and to use argument and persuasion only, without resorting to violence, intimidation, or undue coercion. But although such instructions may be given, it is hardly in human nature that the pickets, who are interested parties, and who are suffering the privations incident to the strike, should always keep within the fair limits of representation and persuasion, when dealing with men whom they see about to undertake the work which they have refused, and who may thus render the strike abortive. Accordingly, experience shows, and the evidence before us leaves no doubt on our minds, that during the existence of a strike, workmen

desirous to accept work are often subjected, through the agency of the pickets, to molestation, intimidation, and other modes of undue influence, and in effect are prevented from obtaining employment.

Grounds of objection thereto.

(70.) So far as relates to members of the union promoting the strike, the pickets cannot be necessary if the members are voluntarily concurring therein; so far as relates to workmen who are not members of the union, picketing implies in principle an interference with their right to dispose of their labour as they think fit, and is, therefore, without justification; and so far as relates to the employer, it is a violation of his right of free resort to the labour market for the supply of such labour as he requires.

London tailors' strike, 1867.

(71.) The abuses to which the system of picketing leads were made evident in a remarkable manner in the case of the London tailors' strike in the spring of the year 1867, when proceedings were instituted against some of the men who had taken an active part as pickets, or in organizing the system. The result of these proceedings was numerous committals by the metropolitan police magistrates, and finally the trial, on August 21, before Mr. Baron Bramwell in the Central Criminal Court, of several of the leaders of the operative tailors' union, who were found guilty of conspiracy. The fact is, that pickets, whilst attempting to keep within the law as to outrage and intimidation, as the representatives of the better conducted unions state that the pickets are instructed to do, may almost as effectually work on the fears of the timid, either directly or through the female members of their families, and prevent them from exercising their freewill in the disposal of their labour, as if they threatened violence; and in this way the influence so exercised becomes a tyranny of the worst sort. The charge delivered by Mr. Baron Bramwell on the occasion above referred to appears to us to be of such general importance that we think it right to print it in a foot-note below.*

Charge of Mr. Baron Bramwell.

Evils arising from picketing should be repressed.

(72.) With the facts in connexion with the tailors' strike and the results of the trial in the Central Criminal Court before us, together with the mass of evidence appended to our report, we have no hesitation in expressing our opinion that the abuses which have been proved to arise out of the practice of picketing ought to be carefully and uniformly repressed. We are not prepared to propose new legislation on the subject of picketing, believing that the existing law is at all events equal to repressing flagrant abuses, and having no definite proposal to make as to rendering it more effectual.

Proposed Legislation.

Combination.

Proposed legislation. Existing law as to combinations to be relaxed.

(73.) With regard to the general question of the right of combination, we are prepared to recommend, in accordance with the principles above stated, that a bill be brought in so far relaxing the existing law as in substance to enact that no combination of persons for the purpose of determining among themselves, or of stipulating for, the terms on which they will consent to employ or be employed, shall be unlawful by reason only that its operation would be in restraint of trade; provided always, that no agreement which is void by reason of its operating in restraint of trade, shall be thereby rendered binding.

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* Mr. Baron Bramwell, in his charge to the jury, said:—"The liberty of a man's mind and will to "say how he should bestow himself and his means, his talents and his industry, was as much a subject "of the law's protection as was that of his body. Generally speaking, the way in which people had "endeavoured to control the operation of the minds of men was by putting restraints on their bodies, and "therefore we had not so many instances in which the liberty of the mind was vindicated as was that of the "body. Still, if any set of men agreed among themselves to coerce that liberty of mind and thought by "compulsion and restraint, they would be guilty of a criminal offence, namely, that of conspiring against "the liberty of mind and freedom of will of those towards whom they so conducted themselves. He was "referring to coercion or compulsion—something that was unpleasant and annoying to the mind operated "upon; and he laid it down as clear and undoubted law that if two or more persons agreed that they would "by such means co-operate together against that liberty they would be guilty of an indictable offence. The "public had an interest in the way in which a man disposed of his industry and his capital; and if two or "more persons conspired by threats, intimidation, or molestation to deter or influence him in the way in "which he should employ his industry, his talents, or his capital, they would be guilty of a criminal offence. "That was the common law of the land, and it had been in his opinion re-enacted by an Act of Parliament passed in the 6th year of the reign of George IV., which provided in effect that any person who "should by threats, intimidation, molestation, or any other way obstruct, force, or endeavour to force, any "journeyman to depart from his hiring, or prevent any journeyman from hiring, should be guilty of an "offence. That Act was passed forty-one years ago, and by a statute of 1859, it was enacted that no workman, merely by reason of his endeavouring peaceably and in a reasonable manner and without threat or "intimidation, direct or indirect, to persuade others from working or ceasing to work, should be guilty of an "offence under the former Act of Parliament. In other words the second Act said that should not be so if "they did what they did in a reasonable and peaceful manner for the purposes of persuasion. . . . He was of "opinion that if picketing should be done in a way which excited no reasonable alarm, or did not coerce or "annoy those who were the subjects of it, it would be no offence in law. It was perfectly lawful to endeavour "to persuade persons who had not hitherto acted with them to do so, provided that persuasion did not take the "shape of compulsion or coercion." (10 Cox C. C. 600.)

And we think that, except in so far as the existing law relating to combination is in the last preceding paragraph proposed to be relaxed, the proposed bill should provide that nothing therein contained should be construed to affect the liability of every person to prosecution and punishment in respect of any offence under any statute or rule of law for the time being in force; and that the proposed bill should also provide that nothing therein contained should affect the liability of every person to be sued at law or in equity in respect of any damage or loss which might have been occasioned to any other person through any act or default of the person so sued.

Proviso as to personal liability in respect of offences or damages.

And we think that the bill should further provide that nothing therein contained should alter the law as it at present exists respecting combinations to do acts which involve breaches of contract.

Proviso breaches of contract.

And we think that the bill should further provide that nothing therein contained should make lawful any combination to refuse to work with any particular person, with intent to prevent the employment of such person, or to refuse to employ any particular person, in any case in which by the law as it now stands such combination would be unlawful.

Proviso as to refusal to work with particular person.

(74.) It may, perhaps, be contended that some individual workman may be so objectionable as to afford a full justification to his fellow workmen in refusing to work in company with him, and it is possible that this may be the case; but the power of combining to deprive the workman of the means of disposing of his labour as he thinks fit, and the employer of his right to employ such workmen as he thinks fit, appears to us so liable to abuse, that we do not think that any exception to this proviso should be attempted to be made. It is a mere question, it will be observed, whether we should give for this purpose a power of combination not at present allowed by law. Such a power may be perverted to purposes of oppression of the most mischievous character—as, for instance, when directed against the foreman of a workshop for doing his duty to his employer in some matter disapproved of by the workmen. Numerous instances were brought under our notice of vexatious interference with employers, requiring them to dismiss from their service men who had become obnoxious to the union on the ground suggested, or for disobedience to some rule of the union, or for refusing to join the union.

Objection to last-named proviso considered.

(75.) We are aware that proposals have been made to repeal or amend the third section of the Act 6 Geo. 4. c. 129. It is objected that the words "molestation" and "obstruction" are of such extensive meaning that the law is capable of being in some cases stretched so as to include acts not intended to be subjected to punishment; and it is urged that the section, if not repealed, should be so amended as to guard against the possibility of its being open to such misconstruction. We have given this question very careful consideration, and have arrived at the conclusion that no such amendment of the Act ought to be attempted. The language of the section in question has received judicial interpretation in several cases, and we are unable to suggest any other enactment having the same object that would be more free from ambiguity. That object we understand to be the protection of freedom in the disposal of labour and capital. Whilst recommending that the law relating to voluntary combinations for the disposal of labour and capital should be relaxed to the extent that we have proposed, we deem it of the highest moment that the law, so far as it aims at repressing all coercion of the will of others in the disposal of their labour or capital, should be in no degree relaxed.

Proposed repeal of 3rd section of 6 Geo. 4. c. 129. inexpedient.

Appointment of a Public Prosecutor.

(76.) From the evidence we have received, we have come to the conclusion that in times of public excitement, and in districts where at such times the power of crime seems greater than the power of the law to repress it, a certain class of offences, resulting from or connected with trade combinations, is not unlikely to arise, in respect of which persons aggrieved thereby are deterred from prosecuting in their individual capacity by reason of the expense and trouble and risk attendant thereon. It may thus become expedient, in order that security for person and property under the law should be effectively maintained, that the prosecution of such offences should be conducted on behalf of the public, at the public expense, by an agent, whose duty it should be to see that the law is enforced. This furnishes an additional argument in favour of the appointment of a Public Prosecutor.

Prosecution of certain trade offences by a public officer advisable.

(77.) The amendment of the law proposed in the above paragraphs 73 to 76, we are prepared to recommend without reference to the question whether the parties concerned therein are members of trades unions or not.

General application of proposed amendment of the law.

Registration of Trades Unions.

Present position of unions under the law.

(78.) With regard to the existing trades unions, we think that, subject to certain conditions, to be presently stated, they should be relieved from their present anomalous position. As to the actual state of the law at the time of writing this Report, we find that the question has been raised whether unions which erase all rules for illegal purposes from the copy of their rules have a right to deposit such copy with the Registrar of Friendly Societies under the 44th section of 18 & 19 Vict. c. 63, and upon so doing to have a certificate, which, if valid, would be evidence of a right to all the facilities, both for settling disputes and also for obtaining redress for wrongs in respect of their property and funds, which are given by that section to the societies certificated in accordance therewith. The question arose in Hornby *v.* Close (10 Cox C. C. 393), in Farrer *v.* Close (Q. B. 18 Jan. 1868), and lastly in Farrer *v.* the Justices of Bradford (16 Jan. 1869); the judgment in the last-mentioned case, which is the case of Farrer *v.* Close re-stated, being under consideration at the date of signing this Report.

Advantages under the law recently conferred.

(79.) We notice, also, that societies have now facilities to apply the law against larceny and embezzlement to offences by their officers and other members coming within the recent "Act to amend the Law relating to Larceny and Embezzlement" (31 & 32 Vict. c. 116). But although some progress has thus been made towards security for the rights of members of unions, there would be advantage to the unions if they were established with the capacities, rights, and liabilities arising from a status recognized by law; and there would be advantage to the public if their proceedings were made public, and the officers of unions acting according to law had the position to which persons discharging important duties are entitled.

Registration of unions.

(80.) We therefore recommend that facilities should be granted for such registration as will give to the unions capacity for rights and duties resembling in some degree that of corporations, and to the public the means of knowing the rules, members, and funds of the unions, and also their expenditure and proceedings. But as many of the rules and byelaws of some of the trades unions are framed in defiance of well-established principles of economical science, and tend to restrict the free action of those principles on which depend the well-being and progress of society; and as, moreover, they appear to us to be not less injurious to the working classes themselves than to the employers of labour and the public generally, we are of opinion that a distinction should be drawn between those trades unions whose rules and byelaws are, and those whose rules and byelaws are not, thus open to objection.

Unions having objectionable rules not to be entitled to registration.

(81.) The distinction we propose to draw is to allow registration in the one case, so that a trades union whose rules and byelaws were found by the Registering Officer to be unobjectionable, would be entitled to be registered, and acquire the benefits intended to be conferred by such registration; while in the other case a trades union whose rules and byelaws were found by him to be framed for the promotion of certain objects deemed objectionable, which we shall presently specify, would not be entitled to registration so long as the objectionable rules and byelaws should remain.

Registration, how to be effected.

(82.) The registration of trades unions might be effected through the Registrar of Friendly Societies, and it would be his duty to see that the rules and byelaws of a society claiming to be registered were unobjectionable—that is, not intended to promote the objects which we now proceed to specify as justifying in our opinion the refusal of registration.

What objects of rules of unions deemed objectionable.

(83.) These objects are:

1. To prevent the employment or to limit the number of apprentices in any trade.
2. To prevent the introduction or to limit the use of machinery in any trade or manufacture.
3. To prevent any workman from taking a sub-contract, or working by the piece, or working in common with men not members of the union.
4. To authorize interference, in the way of support from the funds of the union, by the council or governing body of the union, with the workmen of any other union when out on strike, or when otherwise engaged in any dispute with their employer, in any case in which such other union is an unconnected union.

Grounds on which above recommendations are made.

(84.) The reasons which may be adduced in support of the proposed provisions will be found in Mr. Booth's *Draft Report*, paragraphs 92 to 128; but inasmuch as all reasoning on economic questions must necessarily be controversial and liable to dispute, and inasmuch as there appeared to be a difference of opinion on the part of the Commissioners as to the expediency of embodying the discussion of questions of this nature in their Report, it was agreed that a simple reference to this part of Mr. Booth's Draft Report would be sufficient.

Separation of Trade and Benefit Funds.

(85.) Hitherto it has not been the practice of trades unions, so far as they have come under our notice, to keep the funds subscribed for provident purposes distinct from those subscribed for trade purposes, and the former are necessarily placed in jeopardy. Trade and benefit funds of unions not kept distinct.

(86.) Certain actuaries whom we have examined have stated, as their opinion, that two of the largest and most important trade societies in the kingdom, which are in general looked upon as models in constitution and management—the *Amalgamated Society of Carpenters and Joiners*, and the *Amalgamated Society of Engineers*—are, as regards their engagements as benefit and friendly societies, already in a state of insolvency; and that a continuance of the present system of keeping their accounts and conducting their affairs must necessarily end in their being unable to keep faith with those members of the union who have subscribed to the funds in consideration of the superannuation and burial allowances promised to them. But without reference to the particular circumstances of any given society, it is obvious that there can be no security for the solvency of any society which mixes up the funds designed as a provision for sickness, old age, and burial—objects for which the expenditure may be calculated with certainty—with the funds for supporting strikes, for which the expenditure must necessarily be uncertain and incalculable. Financial position of certain unions.

(87.) The answer of the union officials to the criticisms of the actuaries is, that a union is not a trading association: it is a club of fellow workmen formed for trade purposes primarily, and accustomed to make up special claims by occasional fresh subscriptions and levies. A very large proportion of the members are from time to time quitting the union, their places being supplied by new subscribers, and their future claim merging; whilst a large proportion of the members obtain other resources and continue to pay their contributions without coming on the funds. View taken by unionists.

(88.) We would here express our opinion, that trades unions have conferred great benefits on the working classes and on the public generally, through their expenditure for benefit purposes. Benefits conferred by unions.

(89.) We should have thought it desirable, had it been practicable, that the two kinds of unions—the unions for benefit purposes and the unions for trade purposes—should be kept quite separate. But we have to deal with the great class of existing unions all over the country, where the two objects are invariably mixed up together; and these are, if possible, to be brought under the regulations of the proposed Act. The best practicable course, therefore, it has appeared to us, is to make provision for the separation of the funds for the two distinct objects. Towards the attainment of this purpose, we would suggest: 1st. That any society which by its rules keeps its trade and benefit funds separate to the satisfaction of the Registrar, and which renders its benefit funds inapplicable to trade purposes, shall be registered as a "First-class Trades Union Benefit Society." 2d. That it is a matter for consideration whether trade societies thus registered as First-class Trades Union Benefit Societies should not have the benefits and the liabilities of the Friendly Societies Act. Provision for separation of trade and benefit funds.

(90.) We further propose that once in the course of every year the secretary or other authorized officer of every association obtaining registration under the proposed Act shall forward to the Registrar a statement of the receipts and expenditure of such association for the preceding year, distinguishing the amount expended in benefits from the amount expended in relief of members when out of work; and that the Registrar shall have power to call for detailed statements of the accounts, and to call for and examine all books, accounts, and other documents of the association. Separate accounts of trade and benefit expenditure.

(91.) We cannot doubt that it is the duty of the Legislature, in giving special advantages to societies of this character, to provide as far as practicable that the members of the society shall have the means of knowing in detail in what manner their funds are expended. Publicity of accounts desirable.

WHETHER TRADES UNIONS ADVANTAGEOUS TO WORKMEN.

(92.) We think that the legislation above proposed is such as ought to be adopted without reference to the question whether the proceedings of the trades unions as at present conducted are in a pecuniary point of view advantageous to their members, or the contrary. The question, however, is one which we think deserving the serious consideration of the working classes. Treating it as a question of wages only, we think it doubtful whether the net earnings of the workmen connected with unions have not, on the whole, been diminished rather than increased through the agency of the Effect of unions as to net earnings of members.

unions; while it is unquestionable that in many cases large bodies of unskilled labourers, in numbers often exceeding those of the skilled workmen, are rendered destitute by strikes which they, being unconnected with the unions, have no means of preventing or controlling. The reasons which tend to this conclusion are stated in Mr. Booth's *Draft Report*, paragraphs 145 to 152. As these reasons are, many of them, of a speculative character, such as we have been unable to acquiesce in with any degree of unanimity, we have agreed to refer simply to the discussion of this question in that portion of Mr. Booth's Report, a course which we have already taken with reference to the discussion of the policy and effect of trades union *Rules and Byelaws*.

Co-operative and Industrial Partnerships.

Co-operative and industrial partnerships.

(93.) No case of an industrial or manufacturing partnership conducted wholly on the co-operative principle has been brought under our notice; and we have not thought it necessary to make particular inquiry into the practicability of this kind of partnership, or into the question of co-operative stores. Partnerships of this nature may be considered to be now on their trial, and it has not appeared to us that any amendment of the law is required in order that the experiment of their advantages and disadvantages may be fairly tried.

Co-operative stores.

(94.) Co-operative stores have become common, and they appear to be capable of being conducted with advantage to all parties concerned. The management of a co-operative store is, however, a much simpler matter than that of a manufacturing partnership, and it seems doubtful whether the co-operative principle can advantageously be extended to the conduct of many kinds of manufacturing partnerships. It is open to the artizans under the existing law to subscribe their savings, and to institute an industrial partnership on this principle, if they think fit. A smaller sum than has been subscribed towards many of the trades unions would be sufficient for this purpose. Mr. Allan, the secretary of the *Amalgamated Society of Engineers*, says that attempts have been made amongst the members of the society, without success, to form co-operative societies: they are opposed to using the union funds for such a purpose (qu. 1015–1020).

Plan adopted by Messrs. Briggs, Son, & Co.

(95.) Evidence has been taken by us with respect to the expedient resorted to by Messrs. Briggs, Son, & Co. with their Whitwood and Methley Junction Collieries, for putting an end to strikes, and bringing about a better feeling among their workmen, by giving them an interest in the success of the works beyond that which arises from the receipt of wages merely. With this view, in July 1865 they converted their private partnership into a joint stock company of limited liability, with shares of small amount, such as the workmen might be capable of acquiring; and on the footing—which, however, was to be deemed voluntary on the part of the shareholders—that if the profits, after a fair reservation for redemption of capital, should exceed 10*l*. per cent., one half of the excess should be given by way of bonus to the workmen, the share of each being calculated as a per-centage on his yearly earnings. And as an inducement to the workmen to become shareholders, a double share of the bonus is allotted to workmen holding shares. Two-thirds at least of the shares in the concern are retained in the hands of the partners in the original partnership, so as to give them complete control over the works. This Messrs. Briggs deem essential to the success of the plan.

Results.

(96.) The plan and its working are described at length in the evidence of the Messrs. Briggs (qu. 12,485 and following; qu. 12,689 and following; qu. 12,754 and following), and we have also examined some of the workmen who have taken shares, and who formerly were members of unions taking an active part in the strikes which were of frequent occurrence in the works. Though a small number only of workmen (not 10 per cent. of the whole) have taken shares, the scheme appears to have been thus far successful in putting an end to strikes in those works, in bringing about a better feeling between the workmen and Messrs. Briggs, and in making the workmen more industrious and more careful of the property of the colliery: and the unions have ceased to interfere with their works.

How far generally applicable.

(97.) Messrs. Briggs think the system more peculiarly applicable to undertakings such as their own, where a large proportion of the expenditure consists of wages, and where large quantities of stores and materials are under the control of the workmen, who are thus brought to feel a direct interest in the economical conduct of the works. The period during which the system has been under trial is too short to admit of our coming to a satisfactory conclusion as to its success permanently, the more especially as it has been tested only during a period of comparative prosperity in the coal trade.

Settlement of Disputes. Arbitration. Conciliation.

(98.) Whether, notwithstanding the very questionable advantage afforded to workmen by trades unions, as distinguished from benefit clubs, unions continue to be formed as heretofore, or not, the hope cannot be indulged that disputes will not from time to time arise between the workmen and their employers. With every disposition on the part of the employers to act with fairness and liberality, misunderstandings will occur. The question as to what is a fair rate of wages, in the varying circumstances of trade from time to time, is one of difficult adjustment between employers and large bodies of workmen. The strike is a very rude method of settling such a question, and it were much to be wished that some method could be devised, mutually satisfactory to workmen and employers, for settling disputes on this and other questions, when they arise. It will be remembered that this subject has at several times engaged the attention of the Legislature (5 Geo. 4. c. 96; 30 & 31 Vict. c. 105). It does not appear to us that any system of compulsory arbitration is practicable, since there are no admitted principles of decision on which the arbitrator may proceed; and it is scarcely possible to bind so fluctuating a body as the workmen to any decision of a permanent character.

Disputes between workmen and employers inevitable.

Arbitration.

(99.) It is observable that the question of the rate of wages does not appear to be included in the jurisdiction of the *Conseils des Prud'hommes* in France and Belgium, which have been recommended for imitation in this country.

Conseils des Prud'-hommes.

(100.) But although a system of compulsory arbitration seems out of the question, the example of what Mr. Mundella has accomplished in putting an end to strikes at Nottingham and in its neighbourhood, and in bringing about a friendly feeling between workmen and employers, is deserving of the most careful consideration by both these classes. Prior to the introduction, eight or nine years ago, of Mr. Mundella's method of adjusting differences between employers and workmen, strikes were of almost constant occurrence in the lace and hosiery trades at Nottingham, and feelings of the bitterest hostility between masters and workmen were generally prevalent. Mr. Mundella has explained his system to us at length (qu. 19,341 and following, and qu. 19,679 and following), and has furnished us with a copy of the rules regulating the proceedings of the board instituted at Nottingham. These will be found in the Appendix.

Boards of conciliation.

(101.) His board for the adjustment of differences between employers and workmen is composed of seven employers and seven workmen, elected respectively by the employers and the workmen; and it meets statedly once a quarter, or oftener on the request of three members. It cannot in any accurate sense of the term be called a Court of Arbitration. It is rather a Board of Conciliation: an expedient for bringing employers and workmen together to discuss in a friendly manner questions of wages, and other points of difference which arise from time to time, and, if possible, to come to an amicable understanding together. The great point is to bring the masters and men face to face to discuss their differences before their feelings have become embittered, as is apt to be the case when each party is standing out for its own view of what is right, without discussion together.

Board instituted at Nottingham.

(102.) It is of the essence of the system, in the opinion of its promoters, that it should be voluntary. There is not then that jealousy or distrust on the part of either employers or workmen which there would be if it were supposed that they were committing themselves beforehand to have important questions definitively settled by a board of arbitration in whose decisions they might not always feel confidence.

Voluntary character essential.

(103.) Mr. Mundella gives favourable testimony to the straightforward character and fairness of the representative workmen on these occasions. It is in general found that after free discussion and, in most cases, some degree of mutual concession, an understanding satisfactory to both parties is come to; and although the arrangement is not legally binding, it is considered morally binding, and is generally acquiesced in and acted upon until a change of circumstances calls for a readjustment.

Satisfactory results.

(104.) Mr. Hollins gives further testimony to the success of a board of conciliation of a similar character, instituted many years previously in the pottery trade in Staffordshire (qu. 19,543 and following).

Board instituted in the Potteries.

(105.) On this subject we would also call attention to the evidence of Mr. Rupert Kettle, a Judge of the Worcestershire County Courts, who has taken an active part in promoting a system of arbitration between workmen and their employers at Wolverhampton and elsewhere, on a plan somewhat like that so successfully introduced at Nottingham (qu. 6985 and following).

Boards at Wolverhampton and elsewhere.

Co-operation not a sufficient remedy for evils attributed to unions.

(106.) It is to the spread of a system of conciliation such as we have described, and not to the spread of co-operative industrial partnerships, that we look most hopefully for the establishment of those friendly relations between capital and labour which much of the evidence before us shows the formation and action of trades unions have tended to impair. For even if the co-operative system should be found to stand the test of adverse times, its spread must necessarily be slow. Time alone can test its success or failure; and it is hardly to be expected, until the results of the experiment now being tried at the collieries of Messrs. Briggs and elsewhere have been fully and satisfactorily worked out, that others will be induced to adopt this system in the conduct of mining or manufacturing operations.

Nor likely to be generally adopted.

(107.) Moreover, even if it is assumed that the success of co-operation will in the course of years be satisfactorily and indisputably proved, it must be remembered that as regards Messrs. Briggs's system the principle is to limit the profits of the employer and to give the workman, over and above his wages, a share in the profits of the concern, without subjecting him to any liability for loss. It is, then, not unreasonable to suppose that many capitalists will prefer the chances of disputes with their workmen, and even run the risk of strikes and temporary loss, rather than voluntarily limit their profits to 10 per cent. or any other fixed amount. And we would further remark, that it is not by any such limitation of profits that the manufacturing and commercial wealth of this country has been accumulated, and its present labour fund built up. At the best, then, *co-operation* appears to hold out but a distant remedy for an immediate and pressing evil, whose cure we are rather disposed to seek in *conciliation*.

Boards of conciliation a more promising remedy.

(108.) The establishment of Boards of Conciliation, such as those brought before us in evidence by Mr. Mundella and Mr. Hollins, seems to offer a remedy at once speedy, safe, and simple. These boards require no complicated machinery, no novel division of profits, no new mode of conducting business: they need no Act of Parliament, no legal powers or penalties. All that is needed is that certain representative employers and workmen should meet at regular stated times, and amicably discuss around a table the common interests of their common trade or business. There is not a trade or business in the United Kingdom in which this system might not *at once* be adopted; and we see no reason why, in every case, results should not follow from the establishment of boards of conciliation, as satisfactory as those at Nottingham and in the Potteries to which we have before referred. Under such a system, we should look hopefully for a peaceful, prosperous future for the industry of this country. And if this Commission were to have no other result than to be the means of drawing attention thus pointedly to this simple, speedy, practical way not so much of settling, as of anticipating and preventing, disputes between masters and workmen, and of establishing lasting friendly relations between capital and labour, we believe our time will not have been mis-spent, and that good will come of our Inquiry.

All which we humbly submit to Your Majesty for Your Majesty's gracious consideration.

Witness our hands and seals this 9th day of March 1869.

(Signed) W. ERLE. (L.S.)
ELCHO. (L.S.)
DANL. GOOCH. (L.S.)
HERMAN MERIVALE. (L.S.)
JAMES BOOTH. (L.S.)
J. A. ROEBUCK. (L.S.)
WM. MATHEWS. (L.S.)

DISSENT (I.)

I DISSENT from the third clause of paragraph 73 of the Report ("Proviso as to breaches of contract"): because, in my opinion, the relaxation of the law in favour of the right of combination which we recommend, ought in no case to be made dependent upon questions of contract; contracts of service being amply protected by the amended Law of Master and Servant (30 & 31 Vict. c. 141.)

(Signed) ELCHO. (L.S.)

DISSENT (II.)

WE dissent from the fourth clause of paragraph 73 of the Report ("Proviso as to refusal to work with a particular person"): because it appears to us that the first clause of the said paragraph ("Existing law as to combinations to be relaxed") merely declares that the recommended Act should provide that no such combination as is therein mentioned shall be unlawful "*by reason only that its operation would be in restraint of trade.*" We do not, therefore, think that it is proposed to render legal, combinations for such injurious purposes as are, in our view, suggested by the fourth clause. We think the latter clause, therefore, superfluous; and we cannot but think it liable to misinterpretation.

We dissent, also, from the recommendation contained under heading 4 in paragraph 82. The practice, to the suppression of which that recommendation is directed—namely, the support by unions, in cases of strike, of the men belonging to other and unconnected unions—is so common a practice of trades unions, and one, from the unionists' point of view, so desirable in itself, that the advantages attendant upon registration will not, in our opinion, be in themselves a sufficient inducement to the unions to abandon it. Thus, no check will be given to the practice; while the unions will be prevented from adopting the means of registration recommended in our Report, of which we are, with a view to publicity, desirous that they should avail themselves. There are, no doubt, objectionable practices of unions other than those included under the headings 1, 2, 3, in the same paragraph: but we have accepted the practices there mentioned as types of what is economically unsound, objectionable, and to be avoided in the rules of trades unions: and we believe that all well-conducted unions will so consider them. The practice mentioned under heading 4, however, appears to us to stand in a different category.

(Signed) ELCHO. (L.S.)
HERMAN MERIVALE. (L.S.)

DISSENT (III.)

WE, the undersigned, Commissioners appointed by Your Majesty, find ourselves reluctantly compelled to dissent from the foregoing Report, in which we are unable to concur for the following reasons:—

It is in our opinion essential to any serious amendment of the law relating to trades unions that the doctrine of the Common Law whereby it is presumed that all combinations, whether of workmen or employers, are unlawful, and according to some authorities are punishable as conspiracies—a doctrine, we must observe, which has long had none but indirect effects—should be broadly and unequivocally rescinded.

We think that to rescind this rule, as is proposed, partially but not entirely, or abrogate it in words whilst keeping it in force by a series of intricate provisoes, none of which in our view could have any practical effect in preventing crime, would be to add fresh uncertainties to a very difficult branch of law, and to involve the associations in latent liabilities without any compensating public good.

We are of opinion that no adequate ground has been shown for the continuance of special laws relating exclusively to the employment of labour. We think that no amendment of the law would have any effect in practice which did not deal with the wide and uncertain operation of the third section of the statute of 6 Geo. IV. c. 129, in the punishment of offences described under the general terms "intimidation," "molestation," and "obstruction." In our view all offences of this class should be dealt with under the general criminal law, and we submit that it may be a question for further consideration whether any additional legislation is required to protect equally all classes of Your Majesty's subjects from personal molestation.

We are further of opinion that simple registration and protection for property should be equally accorded to all associations alike, whether of workmen or employers, with the sole condition of their proving themselves to be free from criminal designs. We are convinced that the greatest protection which could be given to the public would be the securing, by means of registration, publicity for the rules, and for the receipts and expenditure of all associations whatever; whilst we think it a matter of justice that all property should be efficiently protected.

To the proposal to grant registration to societies on the terms of their subjecting their rules to a series of special conditions we are unable to give our assent. Whether the rules of these voluntary associations be, on economic grounds, expedient or the contrary, we consider that it would be impolitic to exclude them from the pale of, and at the same time to free them from responsibility to, the law. For these reasons we think that all associations might be permitted to acquire a simple right of registration, with protection for their funds, under no other condition than this, that they submitted their rules, together with their receipts and expenditure, to the Registrar, and satisfied him that they were free from anything of a criminal nature.

The fourth class of rule which it is proposed to annul—*viz.*, any rule which enables the funds of one society to be devoted in support of another—appears to us open to no objection on economic grounds, and to rest for its justification on the same general basis as the union itself. If a combination of workmen or employers is lawful, we see no ground for regarding as unlawful the union of two such combinations.

Nor, again, can we bring ourselves to believe but that registration, if encumbered by such a series of conditions as is now proposed, would prove in practice entirely inoperative. In our opinion, the trades unions would almost without exception decline to submit to such registration, and this reluctance would be considerably augmented by the distinction which it is proposed to institute between a first-class and a second-class certificate.

It thus appears to us that the legislation which is proposed in the foregoing Report would be reduced in practice to the qualified repeal of a rule of law which has lost all direct operation. In our opinion a substantial amendment of the law is required. That amendment should, we think, aim at giving full legal recognition to all trade societies not tainted with any criminal character, and requiring from them, in return for recognition, ample and real publicity.

Proposed Legislation.

In accordance with the foregoing principles, we think that the requirements of this question would be best promoted by legislation which should carry out the following purposes:—

1. The removal of special legislation dealing exclusively with the employment of labour, such as the statute 6 Geo. IV. c. 129; and a revision of the law, so as to render all offences, whether committed by workmen or employers, simply punishable under the general criminal law, such general criminal law being amended if it be found expedient to provide additional security for person or property.

2. A declaration that it should be lawful for any number of persons engaged in any work or employment whatsoever, whether workmen or employers, to make any agreement with respect to the wages to be paid, or the hours to be worked therein; and with respect to the persons by whom, or the mode in which any work is to be or is not to be done; and with respect to any terms or conditions under which any work or employment may or may not be carried on.

3. A similar declaration that no combination made by any number of persons engaged in any work or employment, whether workmen or employers, with the intent of giving effect to any such agreement, should subject any person who shall have been a party

thereto to criminal prosecution, unless such combination shall have a criminal object, or shall seek to obtain some object by criminal means.

4. It should be specially provided that, except so far as combinations are thereby exempted from criminal prosecution, nothing should affect the liability of every person to prosecution and punishment for any offence under any statute or rule of law for the time being in force; nor affect the liability of every person to be sued at law or in equity in respect of any damage which may have been occasioned to any other person through any act or default of the person so sued.

5. A declaration that it should be lawful for any number of persons, whether workmen or employers, to form themselves into voluntary associations for the purpose of mutual support and assistance in any trade or employment, and to subscribe funds, to offer assurances, and to make and impose rules, regulations, and penalties upon the members thereof, for the management of such associations voluntarily as between their members; provided that no such association be formed or maintained with intent to procure the commission of any offence which, for the time being, should subject the person so offending to prosecution, or with intent to procure any object whatever by means of such offence.

6. That every such lawful association be capable of obtaining the benefit of those parts of the Friendly Societies Act (18 & 19 Vict. c. 63) which apply to the societies mentioned in s. 11—that is to say, the power of appointing trustees of their property, the mode of settling disputes, and the remedy against fraud—and those parts of the Friendly Societies Act alone.

7. A provision that the agent of every such association should, for the purpose of its being registered, and afterwards annually, furnish the Registrar with a copy of all the rules, byelaws, and standing orders, whether written or printed, for the time being in force in any such association, or in any branch of it, and should make a declaration that no other rules or byelaws are in existence in the society, or in any branch of it; and should also furnish a detailed statement of the receipts and expenditure for the preceding year, distinguishing the amounts paid in benefits from those paid to members out of work, and the Registrar should have power to call for detailed items of account, and for books, ledgers, and other documents.

8. The Registrar should be empowered to give a certificate, annually renewable, that the society was and continued to be duly enrolled, the sole ground on which he should be empowered to refuse such certificate being that some rule or item of expenditure had been withheld or disclosed an intent to commit an offence which would be ground for prosecution. An appeal from the Registrar should lie to the superior courts of law.

9. It would be inexpedient to give any additional legislative character to courts of conciliation or arbitration, but it would be expedient to give increased facilities in all cases where a code of rules exists under mutual agreement for the enforcement of the agreement against either party who has *boná fide* accepted it.

Such is the nature of the legislation which we are unanimous in thinking to be desirable, and which we humbly beg leave to submit to Your Majesty's consideration.

We have herein shortly submitted the reasons for which we, the undersigned, are unable to concur in the foregoing Report; and in addition, two of Your Majesty's Commissioners, the undersigned Thomas Hughes and Frederic Harrison, have drawn up a separate Statement of their reasons in full: but, inasmuch as that Statement is fully concurred in by them alone, we have thought right to append it to the reasons which we now humbly submit to Your Majesty's consideration.

Witness our hands and seals this 9th day of March 1869.

(Signed) LICHFIELD. (L.S.)
THOS. HUGHES. (L.S.)
FREDERIC HARRISON. (L.S.)

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I. CONCLUSIONS FROM THE EVIDENCE.

Great Extent and Increase of Unionism.

The first impression which the results of this protracted Inquiry produce is one which it is of importance never to lose sight of—the great extent to which "Unionism" has been carried. There is no industry in the country, with some very doubtful exceptions (*e.g.* millers and tanners—Mault, qu. 3161–7; compare Applegarth, qu. 7348–54), into which it has not entered, and very few parts of the country where it is not prevalent. The various estimates of the number of the different unions and of that of their members differ very widely, but all of them agree in making the numbers very high. One estimate that was given to us put the total number of unionists at 860,000 (see Druitt, qu. 18,222). Mr. Mault (qu. 2968) estimates the number of unionists as about 10·3 of the operatives in the building trade: Mr. Applegarth, from his own experience, considers it to be rather 50 per cent. (qu. 7294).

The difficulty which we have found in obtaining definite information with respect to these institutions in itself points in a very striking way to the necessity for some proper registration. But although in the absence of any official cognizance of their existence, no satisfactory estimate of the extent of unionism can be formed, there remains ample proof that it embraces every branch of skilled labour and a very large proportion of the working men of the kingdom. Opinions differ widely as to whether this proportion contains in all cases the higher class of workmen. It varies greatly, no doubt, in the

different trades. It is probable that in many trades some of the best and most educated men stand aloof. It has not, however, been suggested by anyone that the union is ever composed of the inferior order of workmen, though it may not invariably be composed of the superior. In some trades, and those perhaps requiring the greatest skill, it seems to be admitted that the union contains the great bulk of the most skilled men—as the engineers, the iron-founders, the painters, glassmakers, printers, shipbuilders, and others. All legislation, and all discussion with a view to legislation, must therefore take as its basis this general fact—*viz.*, that a very great proportion of the skilled workmen of the country have for many years shown a strong and increasing disposition to unite themselves in these trade societies. The evidence leaves no doubt on our minds that the union as a rule consists of the superior class of workmen; and we can see no indications whatever that it is ever regarded as injurious by any body of workmen deserving attention from either their numbers or their character.

This very great extent is also accompanied by another fact, that of striking and steady increase. Taking a period of 10 or 20 years, this growth is very remarkable, as is shown in the following tables of the engineers, carpenters (*Amalgamated Society*), and iron founders.

Numbers of Members.

Year.	Engineers.	Iron Founders.	Carpenters.
1858	15,194	6,637	—
1859	17,790	7,317	—
1860	20,935	7,973	618
1861	22,862	8,229	650
1862	24,234	8,458	947
1863	26,058	8,840	1,718
1864	28,815	9,723	3,729
1865	30,984	10,604	5,670
1866	33,007	11,121	8,002
1867	33,325	10,839	8,022

These tables show not the spasmodic growth of a temporary movement, but the progress of a stable institution. The degree of completeness to which the organization has attained, and the scale on which the operations are conducted, quite equal that of a first-class mercantile enterprise. The engineers, for instance, have a machinery and receive an income almost equal to those of a railway. Some persons are of opinion that where associations dealing with such great interests and worked with so much regularity have been systematically supported by large classes of the community, some very strong and specific ground is required, before they should, in the mass, be placed outside the pale of the law. Another consideration, however, occurs to us, which is this: whether the State should not on common public grounds require associations of this permanence and importance to be conducted under some guarantees at any rate of publicity. The conclusion that we would draw from this is, that *some* legislation is absolutely inevitable.

Improved Character of Unionism since previous Inquiries.

Without disguising from ourselves the shocking character of certain atrocities which have been clearly brought home to unionists in various parts of the country—unhappily not merely by the two special Inquiries conducted under this Commission by Examiners armed with the compulsory powers of the Act of 1867, but in some few instances by the general Inquiry of the Commission as well,—it is some satisfaction to feel that a very great improvement in the general character of unionism is shown as contrasted with the results of earlier Inquiries. The Blue Books which contain the evidence taken by the Parliamentary Committees of 1824, 1825, and 1838, before and after the repeal of the old combination laws, teem with stories of violence and outrage which are happily without any parallel in the evidence obtained by this Commission. Outside the area of the two Inquiries at Sheffield and Manchester, of which it will be better to treat separately, instances of actual attempts on life and limb scarcely occur. The peculiarly atrocious crime of vitriol throwing, with which the former Reports are full, has not been mentioned here. Nothing has been heard of either incendiarism or machine breaking. There has not been given in evidence, outside the two areas just mentioned, any single case of taking of life, and few definite acts of injury to the person. The outrages which have been brought to the notice of the Commission want that systematic character which attaches to those of earlier dates, and to

those brought to light in the Sheffield and Manchester Inquiries. The violent acts of the miners of Wigan, Derbyshire, and Wales are rather the outrages of bands of excited rioters than the specific acts of unions. They appear when a rude population has been brought to a pitch of irritation: sometimes, as in Wales, where there is no distinct union at all (Brogden, qu. 10,264); as at Church Gresley, where it is scarcely formed (Woodhouse, qu. 11,924); or as at Wigan, where the unionists are in a very decided minority (Pickard, qu. 16,006–16). Riotous assemblages of rude mining populations appear equally common in Belgium (see Markham, qu. 11,693–5), and in America (Hewitt, qu. 3802–11, Macdonald, qu. 15,702–9); where there is no suggestion that it is specially connected with unionism. Outrages of this kind, however lamentable, are proofs of an unhappily low state of intelligence, and of an unsettled industrial condition; but the riots of a rough population have but very little bearing on the claims of such societies as the *Amalgamated Engineers* or the *Amalgamated Carpenters* to a legal position and to the protection of their property.

Acts of violence have been brought to the notice of the Commission in some other trades besides those of brickmakers and colliers—notoriously the least orderly part of the English population—but there is hardly anything to connect these with the settled policy of any regularly constituted society, and no suggestion that the more important societies have given them countenance. We cannot suppose that the officials of the engineers, of the carpenters, of the printers, of the shipbuilders, of the glassmakers, and of many other societies, look on the acts of illegality and violence with any less feeling of abhorrence than we do ourselves. The extent to which crimes are traceable to any regular union organization is a question of the utmost difficulty, the precise point of which each mind will perhaps determine differently. It is necessarily dependent to a great extent on negative proof. Mr. Mault, the extent of whose Association and whose intelligence and industry gave him great opportunities for tracing out cases of alleged outrage, was able to give little but rumours (see qu. 4114, 7304), excepting in the cases fully disclosed in the Manchester and Sheffield Inquiries; and one case in which he attempted specific information was plainly answered by Mr. Applegarth (qu. 7363). It will be found that Mr. Richmond, the Inspector of Police, could give as the result of 20 years' experience in one of the Manchester districts not more than four cases of violence, all relating to brickmakers (qu. 4783, 4809, 4810; Harrop, qu. 5425). It was well known that this Commission were ready to institute special inquiries under the powers with which they were armed to follow up any cases of supposed unionist outrage; but after the close of the Manchester Inquiry no information even of a *primâ facie* character reached them which could connect any trade union with systematic outrage. There is on the other hand the testimony of employers, many of whom had suffered severely from struggles with unions, that they know of no case of violence, even during very prolonged strikes, which they could connect even by suspicion with the principal union officials. Mr. Nasmyth, the eminent engineer—the most determined opponent of unionism that has appeared before us—admitted that so far as the *Amalgamated Society of Engineers* were concerned he had nothing of the kind to tell. His own experience of violence was happily 30 years old (Nasmyth, qu. 19,105, 19,289–99; also see Palmer, qu. 17,754, 17,799; Kettle, qu. 5458, &c., 5501–4, 5508–10).

In the result, it seems, from the evidence before us, that whilst illegal and violent acts are still too frequently traceable to unionists, they bear a very small proportion to the whole number of the unionists of the country, whilst they are altogether wanting in the systematic and organised character of the crimes disclosed in the earlier Inquiries, a character which has been closely preserved in the great conspiracies of the Sheffield saw grinders and the Manchester brickmakers; that to the most thoroughly established and more powerful societies no suspicion whatever attaches; and that for the most part violence appears only where the unions are of a very rudimentary and fluctuating kind, and in the roughest and least skilled occupations. Whilst, therefore, the course of the last quarter of a century exhibits an immense increase of unionism, and an advance of the unions to a much more highly organized and powerful position, the criminal element appears to be totally extinct in the more regular and developed form of unionism, and, with the exception just named, to have lost its dangerous form—*i.e.*, organised outrage—even in the ruder types of unionism and the least educated trades.

The Sheffield and Manchester Inquiries.

The Reports that have been presented by the two local Commissions speak for themselves. They disclose an atrocious system of crime, which, were it in any degree general,

would undoubtedly demand the unqualified extirpation of unionism. Happily, it appears to be only a remnant of what was once common throughout the country, and to be confined to certain trades in particular districts. The ordinary law of the country is amply sufficient to punish these offences, and no legislation could assist in the detection of what are in every sense secret conspiracies. No doubt exists amongst any portion of the public as to the infamous nature of these crimes, and no uncertainty as to their being rigorously punishable. It appears to us, therefore, that nothing demands any special legislation of repression, and that no additional security for public safety can be gained beyond that of requiring universal publicity.

High Character of the Principal Unions.

No question can exist in any mind that the best types of the union are to be found in the older, richer, and best established societies. The general organisation, for instance, of the *Amalgamated Society of Engineers* must strike everyone as a thoroughly efficient and complete system. As a mere administrative machine, it appears quite the equal of a high-class trading company. The secretary of that society must impress all who have the opportunity of knowing him as a man of ability and character. Exception may be taken on economic grounds to certain rules and practices of the society, and it would be strange if occasional instances of wrong-headed or unjust conduct were not heard of in a body of 30,000 working men; but no one can suppose that as an association the general management is less efficient or more prone to illegal conduct than that of any trading concern of repute. It seems hard to see on what reason the recognition which the law gives to such associations can be withheld from that of the engineers. But this is not a singular case. The same thing might be said of the officials of the *Amalgamated Carpenters*, of the *Manchester House Painters*, of the miners', the glassworkers', the shipwrights', the printers', and many other societies of great extent and influence. The great amalgamated societies—that is, those which extend over a large area and embrace many local societies—may be said to show as a rule the most unexceptionable central direction. Those societies, again, which possess very large funds and great power over their respective trades are those against which there exists the least cause for complaint; whilst it may be said that those societies which offer the greatest amount of assurance benefits to their subscribers are just those which are least disposed to expend their accumulations in labour contests. Over a period of 10 years the engineers, with 33,000 members, have expended in benefits 459,000*l.*, in disputes 26,000*l.*, or about 6 per cent. of their funds; and the ironfounders, with 10,000 members, have expended in benefits 210,000*l.*, and in disputes 5,300*l.*, or about $2\frac{1}{2}$ per cent. of their funds. The *Manchester Alliance of Operative House Painters*, with 400 members, has expended on an average of five years less than 24*l.* per annum (W. Macdonald, qu. 2292). The shipwrights, over a period of 12 years, have hardly expended anything in strikes. The glassworkers have had no strike expenditure for 10 years.

We thus see that in proportion as the unions acquire extent in area, regularity, and publicity in their transactions, and become properly constituted associations, they gain in character and usefulness. In proportion as they are irregular in organization, and approach the form of the old secret trades union, without "benefits," they preserve some criminal features of the surreptitious unions under the old law.

The conclusion from this seems inevitable that whatever tends to keep the unions in the relation in which they stood to the old combination laws is an evil, and the more nearly they can be placed on the footing of other legal bodies, the less has the public to fear from their character. These same facts are also a very instructive answer to a proposal which has been made to render the action of national associations illegal whilst legalizing the local; and, to another, which is still more unfortunate, to legalize mere trade unions, but to deprive them of all character of mutual assurance. The effect of either of these would be to put a premium on the existence of the more questionable form of unionism, whilst suppressing that form of it which is shown to be above suspicion.

Influence of Unions on Strikes and Wages.

It does not appear to be borne out by the evidence that the disposition to strike on the part of workmen is in itself the creation of unionism, or that this disposition increases in

proportion to the strength of the union. It appears in fact that the relation of unions to strikes is rather the converse, and that many unions are hastily formed when the spirit of demanding a rise is rife; but that the effect of the established societies is to diminish the frequency and certainly the disorder of strikes, and to guarantee a regularity of wages and hours rather than to engage in constant endeavours to improve them. The effect of a very powerful and rich union organization in moderating the disposition to strike is shown in the evidence of Messrs. Allan, qu. 814–44; Applegarth, qu. 135-7; W. Macdonald, qu. 2289; Harnott, qu. 1054; Coulson, qu. 1417–24; A. Macdonald, qu. 15,592–4, 15,620; Pickard, qu. 15,830, &c.; Wilkinson, qu. 18,743; Self, qu. 19,804; Mundella, qu. 19,691; Cooper, qu. 14,201–10, and has not been at all disproved by the statements of the employers.

It appears that the strongest, richest, and most extended of all the unions are to be found in those trades in which the wages and the hours of labour show the greatest permanence, and in which on the whole the fewest disputes occur. This, by itself, proves that any description of unionism as a struggle for the best price is incomplete; and this is borne out by the rest of the evidence. So that, taken broadly, the effect is this—that the frequency of disputes coincides with a weak, fluctuating, and poor union, and not with the reverse. The engineers embrace the great body of the workmen in the trade, and have a reserve fund which at one period amounted to nearly 150,000*l.* Indeed, Mr. Beyer (qu. 18,874) represents himself to be entirely in the power of the union. But the wages of their trade have hardly been raised for 25 years except by the voluntary act of the masters. (Allen, qu. 16,993; J. Robinson, qu. 18,988; and *Statement*, *Tenth Report*, p. 55; Dudgeon, qu. 16,947–50). On the other hand, the union, since the year 1852, has engaged in no general strike, and has expended but a trifling portion of its funds (about 6 per cent.) in disputes about wages (Allan, qu. 834–44); and the influence of its council has constantly been exerted to resist a dispute both in its own trade and in others (Allan, qu. 829–30). The shipwrights' union is one of the most powerful, and embraces almost the whole body of workmen; yet wages are regulated to this day by the old scale of 1825, and have hardly risen at all since that date. They have had no strike since 1856. (Wigram, qu. 16,600; Samuda, qu. 16,723; Dudgeon, qu. 16,947, 16,955, 16,985; Divers, qu. 17,133–46; Robson, qu. 17,619-20, 18,018.) The operative printers have long had completely organized societies, embracing almost the entire trade; yet we learn from a member of the *Master Printers' Association* of London that there has absolutely been no rise in the wages of compositors from 1810 to 1866 (Levey, qu. 19,505). The glassmakers' society is very powerful (Wilkinson, qu. 18,638), but their operations have tended to arbitration and not to strikes (Wilkinson, qu. 18,743; Lloyd, qu. 18,320). The evidence of the secretary of the *Manchester Operative House Painters' Alliance* is precisely similar (W. Macdonald, qu. 2288–98). The ironfounders' union is one of the most extensive and powerful, embracing nearly the entire trade; yet for 10 years their wages show little increase, whilst the union has expended but 2½ per cent. of its funds in matters of dispute (*Ironfounders' Report* and Guile, qu. 8647–82).

On the other hand, the strikes are shown to be most frequent, and certainly the least orderly, where the union has acquired no real command over the workmen, or is struggling into existence. We have had abundant stories of strikes, lock-outs, and even outrage and riot, in the coal-mining districts of Wales and Derbyshire; but in no case was any regular union in force there. (Markham, qu. 11,484–5; Woodhouse, qu. 11,924; Brogden, qu. 10,264; Eley, qu. 12,325–35.) Mr. Elliot, whose very valuable experience is full of suggestions, shows us (qu. 11,344–8, 11,376, *et seq.*) how readily a body of men who are dissatisfied with their wages subscribe a small fund for the purpose of striking, and form a rude union which scarcely exists, or is intended to exist, beyond the immediate occasion. The tailors' and ironworkers' unions never possessed the power or the permanent character of such societies as the *Amalgamated Engineers* and *Amalgamated Carpenters*, and have had but small benefit purposes; and these trades are those in which the greatest complaints occur of the frequency of strikes.

It would be a mistake to assume that a disposition to strike and interfere vexatiously with employers or fellow-workmen is a phenomenon peculiar to unionism. The evidence of Messrs. Allan, qu. 785, 851, 973; Elliot, qu. 11,376 *et seq.*; Conolly, qu. 1351; and Howell, qu. 1659, shows that these things are ordinary incidents of the association of working men in masses. At first sight it would appear that whatever gives them the powerful engine of a union enables men to follow this tendency to the utmost. It seems, however, that whilst the union gives an increased power of striking, it brings an increased sense of order, subordination, and reflection (Allan, qu. 827; Mundella, qu. 19,375).

Practices of Trades Unions.

We now proceed to deal with that part of the evidence which relates to certain rules and practices commonly imputed to unionism, as injurious to the interests of the artizans and also to the public. It is beyond question that customs and rules, more or less restricting the freedom of the employer and of the individual workman obtain in very many unions. The question for the public to ascertain is the degree to which these customs may be of public injury, and how far they may possess counterbalancing advantages. To this inquiry we now proceed to address ourselves.

Piecework.

The objection to piecework shown by certain trades will be found explained and defended in the evidence of Messrs. Applegarth, qu. 121; Allan, qu. 637, 672; Potter, qu. 397–400, 422–58; Prowse, a non-unionist, qu. 7663–7667; and Guile, qu. 8700. There is some considerable evidence that under certain circumstances employers may by means of it reduce wages; and there is some evidence that independent authorities regard it as tending to inefficient work (Applegarth, qu. 7347; Clay, qu. 11,285). Whether this objection be well-founded or not, it appears to us to be a question with which the State can in no way interfere. Whether workmen choose to accept employment on the terms of piecework or not appears to us a matter which they must decide for themselves. It seems to us a question of money. The employers assert that under a system of piecework they could work more cheaply: the workmen assert that they would receive lower wages.

It seems to us that whichever of these views may be correct, the consequences resulting from either must be left to those who hold it. If the employers insist on piecework, they can employ workmen who will accept it; if the workmen decline it, they must find employers who will pay by the day. So long as no breach of law occurs, it seems to us that it would be impolitic for the State to step in on either side in this controversy, which it would do if it visited any person with penalties or disabilities of any kind either for insisting on piecework as a system, or for declining piecework as a system. The proposal to disallow rules and expenditure in any way relating to piecework appears to us as inequitable as would be an attempt to subject a private firm to fine for paying their workmen by the day and not by the piece. It may very possibly be the case that under a system of piecework a greater amount of production might result, though this is far from being shown to our satisfaction. But whilst this is still a doubtful economic question, no one denies the right of workmen to work by the day if they think it to their interest to do so. And it appears to us that when the right of workmen to combine to secure their own interest is admitted, it would be arbitrary for the State to assume that combinations for any particular object are not for their interest, and to declare them unlawful.

The common notion that it is a fundamental principle of unionism in general to resist piecework is very far from being borne out by the evidence before us. In some of the largest industries in the kingdom, in which the conduct of the unions has been most strongly attacked, piecework is found to be the custom, and the unquestioned custom, of the trade. This is the case with the ironworkers, with the colliers, with the shipbuilders, with the printers, painters, tailors, stocking and lace manufacturers, cotton and worsted trades, and many others. The tailors and the printers insist on piecework, and decline day work (see Druitt, qu. 18,218; Self, qu. 19,871.) In fact, in the trades which have come before us, piecework and not day work is the accepted rule, except in the case of the engineers, the iron founders, and certain classes of the building trades; and in these piecework is not altogether excluded. (See the evidence of Messrs. Allan, qu. 737; Potter, qu. 453, 454; Applegarth, qu. 210; W. Macdonald, qu. 2355; Proudfoot, qu. 8078; Guile, qu. 8692.) What therefore is proved is, that in certain trades the workmen for intelligible—it may often be from mistaken—reasons, dislike to be employed otherwise than by the day, and *that in these trades*, by means of their unions, they are frequently enabled to give effect to this objection.

We are, however, entirely convinced that the occasional complaints of the employers in certain trades, that they are impeded in the struggle to supply cheap products by rules against piecework, fall far short of any evidence that such a rule sensibly affects the ordinary course of production.

Equalization of Wages.

The evidence, as a whole, leaves no doubt that it is the general policy of the unions to establish a *minimum* or standard of wages (see Applegarth, qu. 320, 321; Allan, qu. 794), but there is not the slightest evidence that there is any attempt to fix a *maximum;* and it appears to be the practice with many unions to submit to payments below the *minimum* where it is *bonâ fide* an inferior wage due to age or inferior skill, and not intended to reduce the average rate (see Housley, qu. 2022, 2087, 2118; Applegarth, qu. 237; Harnott, qu. 1194; C. Williams, qu. 1920). There is no foundation whatever for the impression that there is any attempt to establish a uniform rate of wages throughout various parts of the country. Serious complaints have been made that men are frequently excluded from employment, because they cannot earn the standard or minimum. It is no doubt true that this not infrequently happens, but no tangible objection to it has reached us from the side of the men who are supposed principally to suffer. It is remarkable that no more decided objection to piecework, and no stronger defence of the uniform rate, has been made by any witness than by Mr. Prowse, a vigorous anti-unionist (qu. 7663, 7685), who is evidently a workman of superior skill (see qu. 7640). It appears to us that the rules respecting piecework, the minimum standard, and the like, are questions which must be left in fairness to the contracting parties to settle between themselves.

Rules respecting piecework and the minimum rate of wages appear to us to rest on precisely the same ground as combination itself. Where the price has to be fixed by the piece (and often *toties quoties*), where each man is liable to be rated differently and with constant variations, it seems plain that each workman is again reduced to the isolated position in dealing with his employer so much insisted on by Mr. Nasmyth (qu. 19,234). Where each man makes a separate contract with his employer, he finds that being the weaker he gets often the worst of the bargain. The workmen very naturally prefer to treat in a body. These two rules, therefore, stand or fall by the principle of combination. It very often happens that there is no tendency to use the advantage of the employer, and there is no doubt that then the workmen acquiesce in piecework and various rating. The objection to piecework does not appear in force where a perfectly established price list is a recognized practice of the trade, as with printers, glassmakers, stockingers, &c. Where the rule is day work, a partial introduction of piece work with no settled book of prices may obviously be made a means of gradually reducing wages. When piecework is introduced without any settled scale, it is plain that a fresh struggle as to the rate of wages may arise in practice at the end of each week. As to the general economic principle, it does not seem easy to decide whether it is for the public interest that wages should by a practice in the trade be variable and possibly reduced, or uniform and possibly higher. It certainly appears to us that the State must remain entirely impartial, and leave employers free to rate workmen variously if they can find men willing to accept their terms, and the men free to insist on a uniform rate if they can find employers willing to adopt it.

It is obvious, however, first, that payment by a uniform rate is a common practice, resting on grounds of simple convenience in many employments, apart from any union or combination; secondly, that it is far from being a constant feature in unionism itself. Under a system of piecework it is obviously impossible to establish any uniform mean, and as day work is the rule in only a few of the trades before us, it can hardly be said that unionism constantly aims at uniformity. The secretaries and officers of societies themselves are continually, as workmen, in receipt of exceptionally high wages, in some cases amounting to double, in one to treble the average rate (W. Macdonald, qu. 2381, 2386; Leicester, qu. 18, 813; Robson, qu. 18,015; A. Macdonald, qu. 15,294; Brown, qu. 16,506). It appears, also, that in the engineers' trade the classification of wages with reference to skill is carried to a very high point, so that in an establishment of more than 900 men and boys there are 262 different rates of wages earned. Mr. Walter Williams gave it as his evidence that this was a fair specimen (qu. 9940). With respect to the ironfounders, we may refer to the evidence of Mr. Guile (qu. 8705–7) and Mr. Hewitt (qu. 9382). The latter shows that the variation of the rates of wages in proportion to skill is greater in England than in France, where there is no union.

The variation of rates is also shown to be quite common with the unionists of several branches of the building trades (Applegarth, qu. 231; Harnott, qu. 1225; C. Williams, qu. 1920). What has been established, therefore, is, that in certain trades unions effect he object of establishing a minimum: not that it is a constant feature to insist on an inflexible mean. And we are of opinion that the very qualified uniformity of rate which obtains is, in the main, a gain to the working classes themselves, and to the industrial system itself when regarded as a whole.

Limit of Production.

The impression that it is a constant feature of unionism to fix a limit on production is clearly a very partial truth. It has been shown to exist amongst some classes of colliers and unskilled labourers. But this practice is condemned and abolished by the strongest union of the colliers (Normansell, qu. 16,181; Pickard, qu. 16,028). It appears that in the glassmakers' union the action of the society has been exerted with success to abolish a limit on production fixed by old custom, and supported by some masters (Wilkinson, qu. 18,706–12). The rule against "chasing," which has attracted so much public notice, seems to be peculiar to the masons. There is little trace of it which has been brought to light in other trades, except it may be in some grotesque rule of labourers' unions (Mault, qu. 3120). And it is curious that the strongest condemnation of the practice which the rule in question is intended to suppress occurs in the evidence of a remarkably skilful workman, a seceder from and a determined opponent of the masons' union (Prowse, qu. 7651).

On the whole, we are convinced that the practice of limiting production is so completely discredited by the workmen themselves, and is so exceptional, as to be worthy of no serious consideration when looked at with reference to the productive power of the country.

Apprentices.

With regard to apprentices, whilst it is plain that many unions make an attempt to impose some restriction, there are many in which it is a perfectly open question, as the carpenters (Applegarth, qu. 249; Potter, qu. 318; Proudfoot, qu. 8054), masons (Harnott, qu. 1066–88), bricklayers (Coulson, qu. 1494; Housley, qu. 2215), joiners (Last, qu. 2479), ironworkers (Kane, qu. 8473) tailors (Druitt, qu. 18,217–18), shipwrights (Robson, qu. 18,024), printers (Self, qu. 19,889).

The objection to an unlimited system of apprentices appears in its strongest form in the glassmakers' union, and the most complete statement of the reasons for it may be found in the evidence of Messrs. Wilkinson (qu. 18,717–18) and Leicester (qu. 18,797). The employers appear to admit that some limitation on apprentices is not unreasonable (Lloyd, qu. 18,541). This is an instance of the closest limitation on new incomers that exists, perhaps, in this country, outside the learned professions; but it does not appear to have the effect of limiting the numbers of the workmen in the trade below that required by the ordinary demand, as the union has a number of its members constantly out of employment (see Wilkinson, qu. 18,668). The operation of a limit of this kind is not infrequently arbitrary and harsh, and is sometimes vexatious; but the same objection applies to every condition of admission existing in the case of offices and professions.

When we find Mr. Nasmyth (qu. 19,145) explaining the advantage to the employer of a surplus supply of labour, it is easy to understand the consequences to the workmen that an unlimited supply of new hands might have in any market, and their objection to the practice. That the State should enforce any such limitation would clearly be most impolitic. But the conduct of those who refuse to work under a system of an unlimited number of apprentices appears to us precisely similar to that of those employers who insist on it. Both parties are seeking to do the best for their own interests, and neither pretend to consider the interest of those whom their conduct may affect. The masters find it cheaper to employ as many boys as they can, and they leave the displaced workmen to their own resources (see Nasmyth, qu. 19,196). The men on their side find it their interest to decline to work with an unrestricted supply of boys, and leave the unemployed youth to do the best they can for themselves. The employer declines all responsibility as to the consequences of displacing a number of middle-aged workmen by boys, on the ground that it is the interest of capital to find the cheapest labour it can. The workmen find it is the interest of their body not to work on such terms. In this battle of interest, in which neither party acknowledge any obligation beyond that of securing their own interests, absolute impartiality appears to us to be the only safe rule for the State. So long as no breach of the general law results, and no legislative restriction exists, the consequences of their conduct must be borne by each party for themselves.

On the whole, we can find no evidence that the restriction on apprentices has ever been carried to a point at which it has stopped the required supply of labour. We think its operation has in the main been to prevent certain employments from being overcrowded by numbers, a portion of whom must necessarily be out of employment for long periods. So far, no doubt, it has operated to the advantage of the workmen actually in the trade, at the expense, it is obvious, of closing many openings to a superabundant youth.

Resistance to Machinery.

There is no evidence happily of that system of criminal attack on property and machinery which gave so shocking a character to the earlier parliamentary reports. The contrast between the old times and the present comes out very vividly in the evidence of Mr. Mundella (qu. 19,341). Instances of attempts to resist the general introduction of new machinery have no doubt been established—as amongst certain classes of brickmakers, masons, and iron-workers. But these appear to be confined to small knots of men, to particular unions only, and to be common to unionist and non-unionist alike.

There is no ground whatever for supposing that this is anything like a settled policy of unionism, or at all supported by the intelligent leaders of the societies (Wilkinson, qu. 18,776; Mundella, qu. 19,375). Mr. Mault, for instance, pressed us very strongly with the opposition of the Manchester bricklayers' union to machine-made bricks. But it appears that with the Glasgow bricklayers' union they are in universal use (Macdonald, qu. 3582), and that it is an open question in London (see Coulson, qu. 1436).

A study of the remarkable evidence of Mr. Nasmyth (qu. 19,175–19,199), supplies us with the grounds on which these objections rest—*viz.*, the immediate and unforeseen loss which a new machine often entails on particular classes of workmen—a loss to which it seems they are not in all cases prepared to submit for the sake of an ultimate public advantage. But this objection, like the limit on production, is so completely discredited as to call for no notice.

Non-unionists.

It is clear that it is a very general practice for unionists, wherever their numbers are sufficiently great, to refuse work in company with non-unionists. It is, however, far from being universal. The evidence shows that in many trades no such practice exists—*e.g.*, carpenters (Applegarth, qu. 169); bricklayers (Howell, qu. 1659, Housley, qu. 2252, Last, qu. 2482); engineers (Allan, qu. 972); ironworkers (Kane, qu. 8469); colliers (Pickard, qu. 16,007); printers (Self, qu. 19,895–902); tailors (Druitt, qu. 18,217). There can, however, be little doubt that it is constantly enforced whenever the union is strong enough to insist on it. The practice is no doubt unsocial, and is often carried out in a vexatious and arbitrary spirit, but it is one too common amongst other classes of the community to require any special treatment. It is common to corporations, confraternities, and parties of all kinds; and, as it would be plainly unjust for the State to compel workmen to work with those to whom they objected, and even to punish them directly or indirectly for this refusal, it seems to us one of those things which must be left to gradual improvement of tone.

We are, on the whole, convinced by the evidence that the union is usually felt by the great body of workmen to be working for their benefit and with their adhesion: and we are inclined to think that the workmen who, under the influence of agencies without (such as the Free Labour Societies), place themselves in antagonism to it, represent a very small and for the most part a wholly inferior minority.

It results that hardly any one of the features commonly attributed to unionism in general can be said to be a general principle; but only that the characters of the different unions vary like those of the different bodies of men of whom they are composed, and of the officials by whom they are influenced. It seems to us that in themselves the unions are simply associations to enable the workmen to obtain the best terms for themselves. Whether they regard their interest from an enlightened point of view, or the contrary, depends very much on the members and the management, and on the conditions of the particular trade. We can see no reason why the whole of these societies, under good management, might not become what very many of them now are, peaceful and useful institutions. And as a general principle it appears to us impossible, when the right of combining to further their interests is conceded, to enact that there should be certain interests which they may not pursue, however lawfully and peaceably.

With respect to all the customs or rules complained of, we are of opinion that no sensible public injury has been shown to result from them; that they arise from a standing struggle between conflicting interests, with neither of which the State is identified; and that they are matters on which legislation must maintain complete neutrality, the rather that these customs are attacked and defended in the name of economic principles still far from settled or recognized.

General Purpose and Origin of Trades Unions.

It is common to take for granted that the objects of unionism are to raise the wages and to shorten the hours of labour, the means to this end being the threat of or resort to a strike. It is supposed to follow from this that whatever tends to increase the machinery and power of a union tends to increase the frequency and magnitude of strikes. This is a proposition, as we have seen, that is far from being borne out by the evidence before us. Little would be gained by attempting to give any precise formula for the objects aimed at by unionism, where the nature and spirit of the actual unions differ so widely. But the most general description which appears to us to correspond with the facts is this: that unions are associations of workmen for mutual assistance in securing generally the most favourable conditions of labour.

To what extent the practices of a restrictive kind obtaining in the unions are open to condemnation or capable of defence on moral and economic grounds, is a subject on which we do not propose to enter. The discussions which they occasion are interminable, and are, it appears to us, such as it is no part of the duty of the Commission to deal with. It seems to us that the task before us is to ascertain what effects on public interests can be proved to have actually resulted from unionism, and what amendments of the law may be desirable. These speculative questions most men decide for themselves according to the general social and economic views they adopt, which are all matters still largely in dispute. Very little we think would be gained by entering into these vexed and abstract questions. The practical problem before us is this: Seeing that the bulk of the artizan population consider it their interest to form themselves into these associations, in what way can they be rendered most conducive to public policy?

It may very well be allowed that if not the principal, at any rate one of the most constant, objects of the unions is to obtain for the workmen the best rate of wages which their services will command, and then to reduce the number of hours in which the wages are to be earned.

The union certainly seems to have a tendency to raise wages, and still more to render a fall less frequent and less abrupt. But it is plain that if this is the originating idea of the union, it easily developes many other objects. It would be preposterous with the evidence before us to regard unionism as a simple question of money. We have instances of obstinate strikes to reduce the hours of labour, accompanied with a more than proportionate reduction of wages (Harnott, qu. 1164–83). Another very common purpose is to reduce excessive "overtime," which sometimes reaches 17, 18, or even 20 hours (Potter, qu. 360, 361; Elliot, qu. 11,346; Macdonald, qu. 15,258; Brown, qu. 16,445–7; Applegarth, qu. 7350; Kane, qu. 8478).

We have heard a great deal too much of a system of "confiscation" and "forfeits" as a ground of dispute, not to feel certain that this is a fruitful source of strikes, and one against which the efforts of a union may reasonably be required. (See the evidence of Messrs. Garner, qu. 9153, 9204; Hobson, qu. 8965, 9000-1; Elliott, qu. 11,450; A. Macdonald, qu. 15,490–15,501; Millington, qu. 9204; Brown, qu. 16,431; Normansell, qu. 16,243, *et seq*; Pickard, qu. 16,045.) The same remark applies to the practice of "long pays" and "truck" (A. Macdonald, qu. 15,352; Kane, qu. 8423–50; Garner, qu. 9165-80). No one can study the evidence of Mr. Macdonald without seeing how the humane efforts of the Legislature in recent times to mitigate the suffering and loss of life in mining operations have been stimulated and aided by the persevering efforts of that gentleman and his colleagues in the association.

There are thus many objects beside the undoubted benefits they confer as insurance societies, in which the unions habitually effect what is a public service, and co-operate with the efforts of the Legislature. The community has an interest in the suppression of practices which lead to exhausting overwork, to dangerous and unhealthy labour, to truck payment, to irregular payment, and to unfair measures of any kind. Even on the assumption that the sole object of unionism is to secure the highest wages obtainable, it would be a very shallow conclusion (which is too often drawn) that this is necessarily in antagonism with the public interest. There are people who argue that the interest of the public is to have all products as cheap as possible, and that therefore the larger the profits which are retained by the producers, the worse for the public interest. But this conception of the public as something outside the whole body of producers (who collectively form perhaps nine-tenths of the population) is singularly narrow.

The interest of the community is the welfare of the various classes which compose it, not the multiplication of products at constantly cheaper prices. The notion that the public is a gainer whilst goods are continually growing cheaper, even though this end be

obtained at the expense of each class of the community in turn suffering in liberty, health, or comfort, is disposed of by being stated. Such a theory would lead to the conclusion that slavery was a public benefit if it could be shown that slave labour in any product would conduce to increased production at a lower rate. The answer may be found in the history of the Spitalfields weavers, of the Coventry ribbon makers, and of the Nottingham silk stocking weavers. The remarkable evidence of Mr. Mundella (qu. 19,456) throughout shows in a striking way how articles of luxury may be multiplied and sold at nominal prices, whilst whole populations of those who produce them are being added to the permanent pauperism of the country.

It appears to be frequently assumed that unionism must necessarily be an injury to the community the moment it is shown that it puts any check on production, or restricts the field where the employer may use his capital, and the labourer sell his labour. We do not doubt for a moment that more goods might possibly be produced, and certainly at lower prices, where unionism is absent than where it exists. It is possible that accumulations of capital would be accomplished with greater ease, and that certain workmen of merit might have risen more easily to distinction and fortune. But we believe that these ends might be very dearly bought if they involved a lower standard of general or average comfort and independence. We note the remarkable statement of Mr. Hewitt, an American employer, who directly attributes unionism, to which he is very unfavourable, to this cause. He says: "The production of cheap goods may be "secured at too great a sacrifice if it be at the expense of the comfort and moral tone "of the working classes; and this appears to be the point at which you have arrived in "England" (qu. 6855).

Whatever may be the cause of it, and whatever may be the remedies for it, it is beyond question that every fresh expansion of industry is accompanied by a vast train of destitution. Side by side with the great development of industry, pauperism exists and probably increases. It is impossible to regard this pauperism as the result in all cases of a restricted scope for industry. On the contrary, it often appears that the most unimpeded and the most rapid development of production opens at the same time new and vast fields of destitution and pauperism. This great social plague is not one, therefore, for which further expansions of industry are the only or the obvious remedy. And if the artizan populations, threatened by an evil so great and so near as the pauperism which surrounds them, have recourse to combinations for mutual support, it appears to us that they have a perfect right to seek in it what assistance towards maintaining their independence they can find, or that their experience of it urges them to expect.

It seems to us that quite sufficient ground for unionism is to be found in the following considerations:—The capitalist having a reserve fund, or accumulation of labour, is necessarily in a better position to treat for terms than the individual labourer who has no reserve fund. The capitalist is a combination in himself. The workmen, by combination, and by contributing to form a reserve fund, can place themselves on a footing of equality with the capitalist. The economic principle to which the critics of unionism the most often appeal is that the interest of the community is best secured by the individuals who compose it striving to improve their own condition for themselves. It is beyond doubt that a great number of capitalists honestly hold and carry out this doctrine. Without attributing any harshness or injustice to capitalists individually, or as a class, it is plain that the efforts of each of them to improve his own condition must lead him to many things which are prejudicial to the immediate interest of others. For instance, he introduces a new process or machine, by which he saves immensely in labour, and at once dispenses with a body of workmen. By his own principles he considers that they are the proper persons to take care of their own interests, and not he. They proceed to do so, and their answer is unionism—that is, they combine and seek their ends in common. They find that their interest lies in making their demands and refusing offers in concert, and not individually. Under a system which professes the right or rather the duty of all men peacefully to pursue their own interests for themselves, unionism appears to us the exact correlative of competition. The stronger prefer to pursue their ends by means of competition, the weaker by means of combination. But for the capitalist to deny the workman unlimited freedom to combine, is for the stronger to object to the weaker pursuing his interests by the most obvious resource in his reach.

Collateral Functions of Unionism.

Almost every union that has come before us—in all cases those of the highest character and the greatest efficiency—offer to their members many incidental advantages,

and perform certain functions, of the usefulness of which no question whatever exists. Almost without exception they have a sick fund, by which a certain amount is payable to sick members during their illness. There can exist no doubt whatever that this is a valuable public service which is absolutely free from abuse. There is in many unions an "accident benefit," a fund to make good loss of tools, and a burial fund. It is beyond argument that all these objects are of their nature innocent, and in every way meritorious. Besides these, some of the richer unions have other funds, and expend their resources on sundry other purposes, such as reading-rooms, libraries, donations, and charitable subscriptions—as, for instance, the contributions of the shipbuilders to the Patriotic and other public funds. These, of course, are minor and occasional ends.

There are, however, other "benefits" closely connected with the trade objects. The principal of these is the donation to members in want of work. This in some cases is carried on upon a very large scale, to the extent occasionally of maintaining the bulk of the workmen in particular trades during exceptional periods of distress. Thus, during the severe winters of 1865–66, 1867–68, the shipwrights, the engineers, the boiler makers, and the carpenters were enabled to maintain themselves almost wholly without public relief (Samuda, qu. 16,824; Allen, qu. 17,600). It should be noticed that the constant assertions of distress in the east of London being aggravated by strikes of the shipwrights appear to be wholly unfounded. Mr. Wigram assures us (qu. 16,688–9) that there was no strike at all, and that much evil was produced by these very misstatements (qu. 16,662).

During the year 1867 the engineers alone expended the sum of 58,243*l.*, and the iron-founders the sum of 35,272*l.*, in donation to members out of work. The important public service thus rendered, by keeping a great body of working men from approaching pauperism, can hardly be over-rated. Closely connected with the donation benefit is the allowance to members in search of work. Some of the more highly organized unions go far beyond this. They keep an elaborate system of reports of the state of trade, and lists of men in search of employment and of employers seeking workmen; and they are thus enabled to send members to the precise spot where labour is wanted. The useful function which they thus exert is clear. (See the evidence of C. Williams, Applegarth, Allan, Lloyd.)

From time to time the union assists members to emigrate, and eases an overstocked labour market. The whole of these functions are quite independent of any action of the union in cases of dispute, and are such as working men have a clear right to organize for their own benefit, even if they were not thereby conferring immense services on the community.

It will not escape notice that these purposes, although in the aggregate accounting for far the larger part of the union expenditure, are still the secondary and not the primary end of the societies. Though their public benefit is great and unqualified, they are all dependent on the trade union itself, and are closely connected with each other. They are forms of benevolent assurance which nothing but a trade union could afford. It is plain that no friendly or other assurance society whatever could guarantee working men support whilst out of employment, unless, like a trade union, it possessed some means of operating on the labour market of the trade, some organization for collecting information respecting it periodically, the right to call on members on the fund to take offers of employment, and the means of sending them to the markets where they were in demand; and unless it had that only safeguard against fraud which the corporate feeling of a club of artisans working together affords. No ordinary insurance society could pay members when out of employment, where a movement over which it had no control might at any moment increase the numbers out of work, and when it could have no effectual means of ascertaining that the want of work was absolutely involuntary and inevitable. A trades union can do this, because in many cases its conduct can affect the labour market of the particular trade, and because in any case it has special means of closely watching the movement of the market generally, and of the individual workmen whose necessities it relieves. The elaborate system of reports of the state of trade, the publication of periodical statistics, the allowance to members on travel, obviously are incidental to the allowance to members out of work. The great importance which the societies attach to constant and complete information, and to supplying labour where it is needed, naturally arises from the heavy drain which members out of work throw on the union. The minor objects again—such as assisting emigrants, reading-rooms, libraries, and occasional subscriptions—as well as the large benefits for accident and loss of tools, are obviously such as no petty society and no mere trading company could possibly afford.

These results undoubtedly depend on the strong *esprit de corps* which animates the members of a club where the men of one trade, and to a great extent of the same shop,

are united for mutual assistance. A very striking example of this may be seen in the superannuation fund. It is obvious that this is a benefit of immense public utility, and must spare the community a heavy burden in poor rates and infirmaries alone. The evidence of the actuaries shows us that this could not be attained on mere mercantile principles, except by a payment which would deter nine workmen out of ten from assuring. The union can do it at a singularly low rate, because it alone has the requisite means of ascertaining if the claimant fulfils the condition of being unable to work—the constant companionship of his shopmates, and because a very large number of the union members who are qualified to come on the fund decline to do so from a feeling of good will towards it (Applegarth, qu. 6558).

Proposals have been put forward from time to time to enforce a separation of the union funds, or in some way to divide the union into two. The impolicy and injustice involved in every scheme of the kind will be considered hereafter, but the foregoing remarks show that even where they have been made in good faith such proposals are impracticable and ill-conceived. The "sick," "burial," and "accident" benefits might undoubtedly be assured by a mutual or mercantile association with no trade object, but none of the other benefits could. If the subscribers to the "trade" fund and the "benefit" fund were different, and the one fund were not liable for the other, most of the benefits would be extinguished, because no one would have any object, or would be secure, in maintaining them. For instance, no men could guarantee to members payment when out of work, whilst there existed beside them another set of subscribers having a special fund for purely strike objects, who, not being liable for payments on the "donation fund," might at any time increase the want of employment by vexatious strikes, and the driving of the capital from the trade. It will be the object of some subsequent remarks to point out the effect of a proposal to render permanent a "strike fund" which can be employed in no other way, and to prevent its being employed on ends of ordinary assurance. At present the *Amalgamated Engineers* may pass years without expending a penny on a strike, and the sum they actually spend is quite trifling; but under the system of separating their funds, and devoting a portion (say a third) to trade purposes, they would be obliged to spend 30,000*l.* a year in strikes, for they could spend it in no other way. But let us suppose that under a system of separation of funds, 30,000*l.* each year would be subscribed for purely strike purposes, the subscribers to the benefit fund could not guarantee support to men out of employment, when so great a sum, over which they had no control, was set apart, by which the trade might be periodically convulsed and stagnation might result. They would have no motive to collect information or to forward men to employment, because they would have no means of affecting the labour market in one way or the other. These benefits which entirely depend on the trades union would necessarily cease by inanition. But these are, by the consent of all, plainly useful both to capitalists and to the community.

The result, therefore, of this project for forced separation of funds would be to extinguish the peaceful ends of unionism, and greatly to stimulate both strikes and disputes. On the one hand, it deprives the unionist of every motive which he now has not to expend his funds in strikes; on the other hand, it deprives the community of the plain advantage they might derive if these funds were spent in some other way. The proposal, in fact, can spring only from a desire indirectly to break up the unions, or from misapprehension of their actual working.

Trades Unions as Insurance Societies.

The question as to the solvency of the unions viewed as assurance societies involves a very difficult and technical inquiry. The very experienced actuaries whom we examined have given a very unfavourable opinion on the tables submitted to them. The only societies into which they examined were the *Amalgamated Society of Engineers* and the *Amalgamated Society of Carpenters*. It is a singular fact that these, with one or two other societies, are the only unions which appear to offer a superannuation fund. And it is this element which the actuaries regard as an unsound one. Mr. Tucker (qu. 6495) tells us that the superannuation is the weak part; and it is the principal feature considered by Mr. Finlaison. Out of the unions of the kingdom (probably numbering thousands) we believe hardly five have this element. It is therefore plain that unionism generally is not in any way affected by the opinion of the actuaries, but only those which have this special benefit. It is remarkable that the two societies alleged to be insolvent are two of the largest, best organised, and richest in existence.

The *Amalgamated Society of Engineers* was established in 1851, and it appears that in the seventeenth year of this system the burden of this particular fund amounts only to

about 6 per cent. on the total expenditure. One of the smaller societies out of which the amalgamated society was formed had had an experience since 1824, and the burden like that of the larger society had been regularly and easily met. The *Friendly Society of Iron Founders* has had an experience of 59 years, and the burden of this claim in 1867 was 1405*l.* on a total expenditure of 63,000*l.* The answer of the union officials to the criticism of the actuaries is this. A union, they say, is not a trading association. It is a club of fellow-workmen having a strong *esprit de corps*, formed for trade purposes primarily, and accustomed to make up special claims by occasional fresh subscriptions and levies. Thus the iron founders, to meet the exceptional distress of the year 1867, have raised a levy of 5*s.* per member. (*Iron Founders' Society* Report, p. 171.) A very large proportion of the members are continually quitting the union, their places being supplied by new subscribers and their future claim merging; whilst a large proportion of the members obtain other resources and continue to pay their contributions without coming on the funds. Lastly, they assert that the superannuation benefit is only payable at the specified age to those who seek it, and who are unable to work. In fact, after 17 years the engineers have now only 350 members (or about 1 per cent.) on this fund; and the iron founders, after 59 years, have only 153 members out of a total number of 10,000.

With the very rare exception of pensions assured on old age, and the small sum payable for funerals, it appears that the benefits given by the ordinary unions are, practically speaking, all immediate and not future, and therefore such as the experience of a few recent years sufficiently tests, there being nothing to give the liabilities a growing character. The liability on a union in respect of the "accident" benefit, or the "out of work" and "tramp" benefit, is not likely to be greater in 1887 than it was in 1867. The liabilities therefore of the unions (with the exception of the few which offer *future* benefits) being immediate and not prospective, we have not had brought to our notice one definite case in which these liabilities in recent years have not been met.

It is a remarkable fact that neither directly nor indirectly has any complaint reached us from men who have themselves been sufferers; and the charges of defalcations which have been made by opponents of unionism are not reduced to facts.

The whole discussion, however, is somewhat otiose. Whether the actual experience of Mr. Allan and Mr. Applegarth is a sufficient answer to the theoretic objection of Mr. Finlaison is hardly a practical matter. The objection applies only to two or three societies out of many hundreds. It is answered with much force in itself. There is no actual case of insolvency shown in any, much less in these. With at most a doubt thrown on one of the benefits assured by the two societies examined it would be out of the question to assume anything like a general charge of insolvency made out. On the contrary, as compared with other institutions, an extraordinarily high standard of solvency appears. If the standard of solvency in railway companies and joint stock companies were the subject of an inquiry, we should not need to recur to the calculations of actuaries and vague suspicions that they might not ultimately meet their liabilities in full. To visit the possible insufficiency of unions with legal disabilities or legislative restraints can hardly be gravely proposed.

Effect of Unions on the Trade of the Country.

The effect which unions have had in diverting trade from certain districts, or from this country abroad, is excessively difficult to determine. That unionism frequently occurs with a declining trade is sufficiently plain; that they stand in relation of cause and effect is another thing. It is obvious that many points in a very complex chain of reasoning have to be determined before this can be proved. It must first be shown what is the actual as well as the relative diminution in production. It must then be determined how far this represents a general diminution in demand, and how far it stands for production of other markets. Then, if a distinct case is made out that the trade has gone into other channels, it remains to be shown to which of the possible causes this is due.

It may be due to over production or imprudent speculation, or to a glut of the home market. It may be due to the opening of new facilities elsewhere, and the natural development of a new competing market. It may also be the result of increased means of communication and transport. It may be due to changes in the money market in the new competing district or country. Then, again, it may be due to great political causes, such as the American civil war, or the late continental war; to the opening of new railway systems; to the formation of commercial treaties and alliances; to what are called

"monetary panics" and "commercial manias:" in a word, to a crowd of social, political, and economic causes. Any one of these is sufficient, much more several of them combined are sufficient, to introduce competition into any market, however exclusive. Or again, the tendency of any of these causes to give rise to competition may be aided and even stimulated by the fact that the current wages of labour in the rival market are very far below those of the former producers. As an example, in a district of France or Germany, where the wages of labourers are notoriously low, and where they are prevented by the arm of the government from any combination to improve them, a great company under the patronage and with the support of the Sovereign opens a new industry under very favourable conditions, and strains every nerve to force itself into the old markets as a competitor. The masters of the old market in turn strain every nerve to meet their rival. The first expedient which occurs to them is to reduce the wages of their workmen, and where a union exists this is a more difficult step to take than where there is none.

But the case which has to be examined is rather this: Have the unions, by exorbitant demands in forcing up wages, driven the trade from the country or its old seats? The industries in which this has been chiefly alleged are the following: the shipbuilding trade of the Thames, the engineers, the ironworkers, and the printers. We will examine each of these in turn.

With regard to the shipwrights of London, it appears that with some exceptional rise during the Crimean war, the wages of the men have been regulated by an old scale of 1825 (qu. 16,600), and that they are now lower than they have ever been since 1856; that the rise has not been more than one-twelfth at any time; that the amount of wages on the total cost of the ship does not exceed 50 per cent. Mr. Wigram, Mr. Samuda, and Mr. Dudgeon testify that the shipbuilding trade is at a very low point all over the world, and as bad or worse on the continent, in America, and in the colonies. They expressly charge the failure of the trade, in the main, to over-production and speculation, and not to the action of the men (qu. 16,659, 16,660, 16,818–23, 16,937, 16,961). And the same conclusion appears to have been come to by the Poor Law authorities, in tracing the causes of the exceptional distress of the year 1867 in the metropolis (*Report*, May 1868).

It has been frequently urged that the London union has driven the trade from this port to the Clyde and the Tyne. But it seems from the evidence of Mr. Steele and Mr. Palmer that the unions are as active and powerful there as on the Thames. It also appears that the wages of iron-shipbuilders have risen in the north (Steele, qu. 17,215–17), whilst they have remained stationary on the Thames. The argument that unionism has driven the shipbuilding trade from the Thames to the Clyde has, therefore, to meet this difficulty: First, the builders assert that ships can be built almost as cheaply on the Thames as on the Clyde; secondly, that unionism has pursued the same action in both ports; thirdly, that wages have fallen or have not been raised in the Thames, and have been raised in the Clyde.

With respect to the iron and engineering trades, it appears from the returns of the Board of Trade (see *Statistical Abstract*, No. 15, 1868), that during the last seven years of British manufacture the exports were as follows:—

British and Irish Produce Exported from the United Kingdom.

Total Iron and Steel of all sorts.

—	1861.	1862.	1863.	1864.	1865.	1866.	1867.
Quantity - Tons	1,322,694	1,501,451	1,640,949	1,502,964	1,617,509	1,683,390	1,885,934
Value - - - £	10,326,646	11,365,150	13,150,936	13,310,484	13,471,359	14,842,417	15,126,912

It thus appears that the total amount of British iron and steel of all sorts exported in 1867 exceeds that of any preceding year, and that it exceeds that of 1861 by nearly 5,000,000*l.*, or almost 50 per cent. But as these totals may be thought capable of explanation or analysis, the returns of the exports of iron are appended in detail. They are as follows:—

DECLARED REAL VALUE OF BRITISH AND IRISH PRODUCE EXPORTED FROM THE UNITED KINGDOM.

Principal Articles.	1861.	1862.	1863.	1864.	1865.	1866.	1867.
	£	£	£	£	£	£	£
Machinery:							
Steam engines -	1,258,164	1,624,876	1,595,036	1,617,117	1,958,533	1,760,612	1,994,984
Of other sorts -	2,955,506	2,467,797	2,772,976	3,231,475	3,264,100	2,998,479	2,968,928
Metals:							
Iron, pig and puddled.	1,044,304	1,203,641	1,287,968	1,412,352	1,599,491	1,542,145	1,660,026
Iron, bar, angle, bolt, and rod.	1,882,275	2,250,964	2,568,034	2,568,049	2,199,837	2,328,695	2,359,062
Iron, railroad, of all sorts - -	2,906,359	2,817,877	3,278,304	3,305,086	3,550,563	4,183,198	4,889,389
Iron Wire - -	205,979	314,895	409,439	416,615	474,005	463,336	361,193
„ Cast - -	702,824	574,142	740,310	670,111	792,581	707,992	677,433
„ Hoops, sheet and boiler plates.	848,336	1,318,917	1,720,881	1,776,652	1,603,964	1,784,226	1,785,447
Iron, wrought, of other kinds.	1,973,612	1,937,317	2,152,754	2,257,406	2,456,202	2,638,114	2,141,496
Iron, old, for re-manufacture.	36,001	98,464	57,729	13,818	12,587	69,794	188,912
Iron, steel, un-wrought.	726,956	848,933	935,517	890,395	782,129	1,124,917	1,063,954
Total of iron and steel	10,326,646	11,365,150	13,150,936	13,310,484	13,471,359	14,842,417	15,126,912

From these tables it appears that, with some slight fluctuations, recent years show a distinct progress in trade, in spite of the commercial panic of 1866, and that in the article of steam engines and railroad iron of all sorts, in which the most formidable competition is supposed to exist, they show a marked and steady increase. Such is the measure of the depression under which the British iron trade is supposed to be suffering during a period which embraces the American civil war and the great European disturbances in trade and credit.

It is frequently supposed that the French and Belgian manufacturers have successfully shaken the British trade in machinery, especially in steam-engines. It is significant, therefore, to find in the latest Annual Statement of Trade (that for the year 1867) returns which show that our export of machinery and steam-engines to both countries is still an increasing amount. The returns (the last published) are as follows :—

VALUE OF BRITISH MANUFACTURES EXPORTED.

Article.	1862.	1863.	1864.	1865.	1866.	Destination.
	£	£	£	£	£	
Steam Engines -	13,474	17,966	8,180	18,599	30,121	France.
	9,351	16,422	10,080	50,150	59,175	Belgium.
Machinery, all other sorts - -	339,268	345,866	365,439	359,034	427,964	France.
	105,233	140,554	140,699	159,296	152,173	Belgium.

From the same tables it will be seen that in the year 1866 we exported to France and Belgium iron and steel to the value in all of 1,589,886*l.*; we received from both together iron and steel, wrought and manufactured of all kinds, to the amount of 194,977*l.* only. These official returns appear to us conclusively to dispose of the assumption that under the paralysing influence of unionism the English trade is being displaced by French and Belgian manufacturers, and to be an adequate answer to the undoubted fact that occasional contracts are falling into their hands.

Then with respect to the wages paid to the ironworkers. It appears from the tables of Mr. Clark (see *Fifth Report*, p. 93), that since 1857 wages have never been so high as they were in 1848, and that during the last three years reductions of 20 per cent. have taken place. This, we believe, has since been followed by a further reduction. In the central iron district wages have fallen 20 per cent., in the northern 30 per cent., since 1863 (Williams, qu. 10,000–4). This very experienced witness declines to regard unionism as more than one of the influences which have affected the iron trade (qu. 10,007).

With respect to the engineering trade, which is the principal subject of complaint, Mr. Robinson, the experienced engineer of the Atlas Works, Manchester, has shown us

by elaborate tables that the wages of the workmen, on the whole, have risen but very slightly since 1851 (*Tenth Report*, p. 55). He distinctly declines to attribute the successful competition of foreign producers to the action of unionism at home (qu. 19,035).

In a word, it appears to us that the assumption that the English iron trade is being ruined by the exorbitant demands for the unions is disposed of by these two facts:—First, that over a period of seven years the export trade exhibits an increase of 50 per cent.; secondly, that during the same period the wages of the workmen show no rise of importance, and in some cases a fall of 30 per cent.

With respect to the printers, we learn from the representatives of the London *Master Printers' Association* that the wages of compositors in London did not rise from 1810 until 1866 (Levey, qu. 19,505); that their wages now are as low as it is fair they should be (Levey, qu. 19,535; Wyman, qu. 19,650 and 19,675); that other causes rather than the increase of wages have produced the state of the London trade (Levey, qu. 19,508; Wyman, qu. 19,651); and that the relations of the masters' association and the union have been of a very honourable and creditable character (Wyman, qu. 19,647).

There can be no doubt that in the case of the London compositors, as in that of the London shipwrights and the Staffordshire ironworkers, their respective trades are being subjected to a serious competition, which the workmen have shown some reluctance to meet by a reduction of wages below those which have been current for something like a generation.

The result appears to be something of this kind. In certain markets a check to production has occurred in late years, partly due to a general failure of credit, partly to particular cases of over-speculation, partly to the rise of a formidable foreign competition. This third element, foreign competition, is due partly to the development of natural resources and increased means of communication, partly to political and economic causes, partly to the comparatively low remuneration or the low condition of the foreign workman. It is with the latter portion of this element alone that unionism is concerned; and whilst unionism cannot be shown to have materially raised the wages in any of the specified trades, and has not prevented a fall amounting in some cases to as much as 30 per cent., it has in all probability offered a real obstacle to a reduction of wages in England to the standard of the continental workman. Such appears to us the partial and indirect manner in which unionism has affected the trade of the country. We offer no opinion whether the community would have gained had the labour in these trades proved to be a more flexible machine; but we do not feel that the action of the unions in this matter has been in any special degree unreasonable.

Practices of Masters' Associations.

Nearly all the condemned practices of the men's societies have a very close parallel in those of the employers. To make use of these in a spirit of recrimination is essentially irrational. But when it is proposed to suppress the practices of the unions by legislative measures, it becomes important to consider whether the same rules could be enforced equally on both classes of union. The question whether the masters' associations are purely defensive or not is, after all, of very small importance, and rather a matter of language. The workmen insist that every union is in itself defensive, and is the only means which the men as individuals possess to place them on equal terms with their employers. There is the silent association of capitalists referred to by Adam Smith, who says: "Masters are always and everywhere in a sort of tacit but constant and uniform combination not to raise the wages of labour above their actual rate." Again, the separate capitalist may be said to represent a combination in himself.

But whatever may be the origin, it is plain that the masters' association is the counterpart of the union, its object being the mutual assistance of the members to obtain labour on the most favourable terms. It is plain to us that the rules of these associations are entirely similar to the rules of the unions, and quite as coercive as any of them. The practice of sending round lists of workmen who are on strike, or who have been discharged, appears to be quite universal. Indeed, in many instances it seems the sole originating cause of the association. This appears amongst the builders' associations. The following specimen circular may suffice:—"General Builders' Asso-
"ciation, Head offices, 32, Cannon Street, Birmingham. The Joiners' Strike, Manchester.
"You are respectfully requested to attend a meeting of the master joiners and builders
"of the towns surrounding Manchester, at , to take what steps may be thought
"necessary to prevent the men on strike getting employment in other towns. Your
"attendance is urgently requested.—A. Mault, secretary." (Applegarth, qu. 7329; see

also qu. 7324, and others; Brown, qu. 16,470.) It is obvious that this is the exact counterpart of the "picketing" of the men. During a strike the union sends its messengers to warn workmen against engaging themselves with particular employers. The masters' association sends round a circular to warn employers against engaging particular workmen. The analogy is complete. If it is objected that the "picketing" of the men often outsteps the bounds of simple advertisement, a counterpart is found in the system of "eviction," of marking obnoxious men, and of incidental persecution, to which we have constant reference. (Kane, qu. 8460; W. Brown, qu. 16,363–16,377; Wood, qu. 11,828–36; Wilson, qu. 4497.)

The ostracising of obnoxious unionists appears also as a common form of pressure (Applegarth, qu. 7337–46; Coulson, qu. 1627; Kane, qu. 8453–4; W. Macdonald, qu. 2387–94; Hobson, qu. 8870, 8918–25; Normansell, qu. 16,165–7; Brown, qu. 16,368–97, 16,470; Druitt, qu. 18,224), and is probably quite as serious an evil as the "sending men to Coventry" or the stigma of "black sheep." The attempt to introduce a "document" as a means of excluding unionist workmen constantly recurs (Potter, qu. 499–502; Applegarth, qu. 87; Allan, qu. 690; Garner, qu. 9158–63; Guile, qu. 8648–9; Clay, qu. 11,161). It will not fail to be remarked that this attempt has led, as was natural, to violent struggles. Persons may well doubt whether there has been anything in the practices of unions shown to be so preposterously one-sided as a combination of masters pledged to refuse employment to workmen who combine. The inherent injustice of the attempt comes out when we suppose the converse case of a unionist, before engaging with an employer, requiring him to sign a document that he would not enter into any association. The "discharge note," of which a full account is given in the evidence of Mr. Last (qu. 2490, 2518) and Mr. Applegarth (qu. 7327), was a very similar attempt. The system in use amongst the Clyde shipbuilders, (Smith, qu. 17,484) and the French system of the "Livret" (Hewitt, qu. 9316), should be compared.

It must not be forgotten, with respect to these practices, that they are such as from their nature cannot be very easily detected. They require in fact scarcely any formal agreement to give them effect. Nothing could prevent the managers or foremen in neighbouring factories passing to each other the names of obnoxious unionists. No means could deter an employer, if so disposed, from bringing his influence silently to harass or ruin anyone living within his reach (see evidence of Brown, qu. 16,368). A few great employers in a district could, in fact, always make arrangements amongst themselves, quite as coercive as any action of any union, without forming any definite association or binding themselves by a single written rule. It would, therefore, be hardly possible to frame any penal or disabling statute against practices of the workmen's unions, which would not fail to reach analogous practices of the masters, differing from the men's only in being more powerful, less public, and less easy of detection.

Codes of Rules and Arbitration.

It appears to us that the fact most plainly visible throughout the evidence is the uniform approval of a system of working rules agreed to between employers and employed, and still further of the existence of some recognized board of arbitration to give these rules consistency and to interpret their effect. The evidence of a succession of witnesses on both sides points to the importance of a settled code of rules, which should, if possible, embrace wages and every detail of arrangement (Applegarth, qu. 7313; Allan, qu. 826–30; Potter, qu. 376; Harnott, qu. 1243–50; Coulson, qu. 1451–8; Housley, qu. 2058; W. Macdonald, qu. 2323; Proudfoot, qu. 8119; A. Macdonald, qu. 15,604; Normansell, qu. 16,313–4; Wilkinson, qu. 18,769; Leicester, qu. 18,807–11; Mundella, qu. 19,341, *et seq.*; Hollins, qu. 19,550, *et seq.*; Levey, qu. 19,488, *et seq.*); and this notion pervades the whole of the very remarkable evidence of Mr. Rupert Kettle and Mr. Mundella.

Where a distinct code of rules exists, no questions appear to arise but those of interpretation, and we find the employers on perfectly amicable footing with the union, and both parties often co-operating with each other. Almost all the injurious or vexatious practices with which unionism is charged disappear where a well recognized code of general rules exists, with a competent authority to maintain and explain them. The element of due notice, before change on either side, alone effects the greatest results in removing sources of dispute. The difference between the one state of things and the other appears to us to be that between a morbid and a healthy state of the industrial relations.

When the great advantages of the system of a code of rules and prices is further supported by a board of arbitration, it appears to us the nearest solution of the labour and employment question which has yet shown itself. These spontaneous boards of arbitration are now general enough to afford considerable experience, and their value appears to us inestimable. It seems, however, plain to us that these codes of rules, and the boards of arbitration, are in their nature spontaneous, and can receive not the slightest direct aid from any legislative source, which the promoters themselves reject (Mundella, qu. 19,473; R. Kettle, qu. 7196; Hollins, qu. 19,557, 19,611).

It does, however, appear that the existence of associations of some kind is indispensable to the formation of either codes of rules or boards of arbitration (Mundella, qu. 19,694; Kettle, qu. 7147–54; Hollins, 19,599); but in a great degree the unions lead up to these ends, and merge their own separate action in them, without ceasing to exist. A result of this kind would be, we are disposed to think, the most easy and the most natural issue of the question of unionism, and it is one in which the Legislature might indirectly co-operate. On the one hand, whatever tends to give a permanent legal and public character to unionism tends, in our judgment, to improve the existing unions, and to fit them to co-operate in sound mutual agreements with employers. On the other hand, we think that some facilities might be given to the legal machinery required for enforcing agreements made *bonâ fide* under such courts, and to the awards of tribunals of arbitration regularly constituted, to which there had been a *bonâ fide* appeal. (R. Kettle, qu. 7192.)

The very interesting evidence of Mr. H. C. Briggs and Mr. Archibald Briggs exhibits how much may be looked for from the development of the system of partnership or co-operation between employer and employed. But the system, admirable as its results are, obviously depends on the initiative of the employer, and can in no way be assisted by the Legislature.

Propositions containing the Results of the Evidence.

In resuming the impressions which we have derived from the evidence given before the Commission, we beg leave to submit the following propositions:—

1. That trades unions appear to have been formed by the skilled artizans in almost every department of industry; that in recent years they have increased in numbers and in influence; that they now possess a very high degree of organization and a very large annual income; and that they have conferred substantial benefits on their members and on the working classes generally.

2. That trades unions show within late years a great and growing tendency towards large amalgamated societies, towards co-operation with each other, and towards a character of permanent friendly and benefit societies.

3. That the effect of the evidence, considered as a whole, shows a very great improvement in the conduct and character of trades unions as compared with their condition as secret societies under the old combination laws, and as shown by the Parliamentary inquiries of 1824, 1825, and 1838.

4. That by means of Parliamentary powers of peculiar stringency the Inquiries conducted under this Commission at Sheffield and Manchester have disclosed a system of organized crime as existing in certain unions in two districts of England; that no evidence has been laid before us which appeared to require the institution of similar Inquiries in other districts; and that whilst several acts of violence have been shown to have been committed by unionists, there is no reason to attribute a system of outrage to unionist officials, or to regard the bulk of the unions of the country as instigating criminal acts.

5. That the conduct of the larger and wealthier societies, having a large benefit character, on the whole contrasts favourably with that of the smaller and purely trade societies; that strikes, extreme demands, and a tendency to illegal acts, appear to be more frequent in trades and districts where the societies are irregular or rudimentary; and that some of the worst instances of violent and unreasonable conduct are shown to exist where there is no settled union.

6. That some of the larger trades unions, especially those of long standing and great extension, appear to be administered with a high degree of regularity and efficiency, and possess a completeness of organization and a character of stability on a level with that of trading associations of credit.

7. That many unions, and especially those of the longest standing and greatest wealth, combine with their primary object as trades unions various objects of a very useful and meritorious description—such as support of members in want of employment or on travel in search of work, and when incapacitated by sickness or old age, or such as ascertaining and supplying information as to the state of trade and the demand for labour; that these objects usually absorb a large portion, in some cases almost the whole, of the union funds; that they are intimately connected with the purely trade objects, and are most of them such as it appears nothing but a trades union could undertake.

8. That opposition to work on piecework, to an unlimited number of apprentices, and to the introduction of new machinery and processes, has been shown to us to exist in several societies; and, in some few cases, practices in the highest degree vexatious obtain; that a disposition to decline to work with non-unionists appears to be common; that none of these practices are shown to be a constant feature of unionism, but appear to exist only under particular conditions and circumstances of the trade.

9. That an objection to engage under a system of unlimited piecework, to the unrestricted employment of boys, and to sudden changes in machinery, is justified by the workmen on the ground that by tending to reduce wages, or to throw men out of employment, the practices objected to are contrary to the immediate interests of the actual workmen in the trade; that there is no evidence that this opposition has had any sensible effect upon the trade or production of the country; nor have any proofs of its injurious operation on other classes of workmen been brought to our notice.

10. That employers of labour in many departments of industry have entered into very powerful combinations and permanent associations on a very large scale, and have frequently organized lock-outs of their workmen over very large fields of labour, with a view to bring workmen or certain classes of workmen to their terms, or to compel them to break up their unions.

11. That many of these associations have bound their members by codes of rules to give mutual support in cases of trade disputes, to circulate lists of workmen on strike, or of workmen who have been dismissed, and to refuse employment to all such workmen, to refuse employment to members of trades unions, to lock-out their workmen when required by the association, to impose a declaration of non-membership of a union, and other restrictions analogous to those imposed by trades unions on their members.

12. That there is no evidence of any convictions of employers in respect of such practices, and it does not appear that they can be suppressed by any legislative measure.

13. That very serious competition with foreign countries has taken place in certain industries of the kingdom, and trade has been in particular cases partially displaced in certain centres of industry; that there is no evidence which convinces us that unionism has had anything more than a very partial and indirect effect on that which seems due to a variety of causes; and that such effect appears to consist chiefly in the rendering more gradual the reduction in wages which would have resulted from competition.

14. That high professional opinions have alleged a source of unsoundness in the prospective benefits of two societies which offer a provision for old age; that this element seems to be confined to two or three of the more powerful societies alone; that no general case of insolvency has been made out to our satisfaction; and, that no distinct instance has been alleged to us in which any settled union has failed to meet its engagements.

15. That the practice of a code of working rules agreed to between employers and workmen exists in many districts, embracing a book of wages, of hours, and of trade rules, and appears to be attended with the best results, to diminish the frequency of and usually to extinguish the resort to strikes, and to establish a spirit of co-operation between employers and workmen.

16. That in several towns and districts standing boards of arbitration, based on the remarkable experiment at Nottingham, have been voluntarily formed by equal numbers of employers and workmen, with a view to maintain and from time to time to modify such codes of rules and standard of wages; that these boards appear to have met with the highest success, and practically to have solved the principal difficulties of the labour disputes, and in great measure to have superseded the separate action of unions.

II.—PROPOSED AMENDMENTS OF THE LAW.

Actual State of the Law.

The law relating to combinations of workmen appears to consist of three elements, which are all closely connected with each other, and all of which have to be considered. These are—

(1.) The common law doctrine of restraint of trade;
(2.) The doctrines respecting the crime of conspiracy;
(3.) The combination laws.

To the exhaustive paper prepared for the use of the Commission by the Chairman, it would be quite unnecessary for us (even if we were able) to add anything. And we do not presume to make any comment whatever on the views which it expresses on this subject. Taking that statement as an authoritative exposition of the law, it seems to us to result as follows:—

I. At common law every person has a right to full freedom in disposing of his own labour or his own capital according to his will, and every obstruction to the exercise of that right in such a degree as to cause damage to him thereby, *even by means not otherwise unlawful*, is a wrong.

II. A combination by many to do a wrong in a matter where the public has an interest, is the substantive offence of conspiracy, and a crime.

The effect of the two doctrines together is this:—Men cannot create any legal obligation not to work or not to employ simply upon terms allowed by the majority. Any arrangement for that purpose is illegal. And any attempt to enforce such agreement, by what is called "unlawful coercion," appears to be a crime. What constitutes unlawful coercion it seems very difficult to determine. It certainly includes acts which are not *per se* criminal. It has been thought that an attempt to enforce such unlawful agreement, even by legal proceedings, is a crime. In any case the limit of coercion is very wide.

The effect of the doctrines in practice is as follows:—Every agreement by workmen not to labour unless upon their own terms—*i.e.*, a strike—is at common law unlawful; and this, coupled with an attempt to force an employer, by means not necessarily criminal in themselves, to submit to those terms, may be in itself a crime. Here, however, it seems that the third element, the combination laws, come into play, which *exempt from punishment* certain combinations—*i.e.*, those relating to wages and hours, and those only—under certain specified conditions. These statutes, as now amended, leave the operation of the common law above set forth in full force, and merely exempt from its reach a particular class of combination.

The doctrines of the common law above stated still form, therefore, the basis of all the law on this subject. It is obvious that principles so very general, and so little capable of exact definition, may receive the widest interpretation. In fact, there is no branch of law existing which is open to more doubt, and none on which opinions more differ, and decisions are more fluctuating. It is clear that according to the view adopted above, there is not and there can hardly exist any combination either of workmen or employers which is not in some sense illegal. For the very object of all these combinations is to give effect to agreements to withhold labour or capital unless on definite terms, and such agreements usually concern other matters than those exempted from punishment by the statute.

It seems to us that a state of the law such that every strike of workmen, and every lock-out of employers, and every combination, is illegal, and according to some is practically a conspiracy, and punishable as a misdemeanor, requires complete revision. The doubts which involve these doctrines, and their indefinite extension, seem to us essentially unsatisfactory. In our view doctrines such as these must be placed beyond all doubt. If the law is as we assume it, it seems to us to require revision. The liberty for workmen to make agreements amongst themselves as to the terms they shall demand, and by lawful and orderly means to give effect to such agreements, has been long conceded in practice, and seems to us an unquestionable right. The limited and indirect way in which that right is conceded, for certain purposes only, by the combination laws, is far from meeting the justice of the case, which requires a distinct abrogation of the coercive doctrines of the old law, and a positive declaration that all combinations of workmen or employers as to the terms on which they will dispose of their labour or capital are in themselves lawful.

The effect of the doctrine of conspiracy, ill defined as this crime is, superadded to the

undefined doctrine respecting restraint of trade, is one which, in our opinion, ought not to continue. The doctrine that certain acts which, when committed by individuals, do not amount to crimes, become criminal when committed by several in concert, is a principle, no doubt, of great value; but as applied unconditionally to the combinations of workmen, it may be turned to a most oppressive result. The doctrine naturally presses hardest on those whose only power resides in combination. A single capitalist is often equal or superior in practical power to 1,000 workmen combined. He can often without any criminal act put severe pressure or bring actual ruin on whole bodies of workmen, and certainly on one singly. But if his workmen in concert so much as embarrass one of his operations by a strike, the doctrine of conspiracy comes into play, and they may be indicted for crime. It thus becomes one of those rules which may be used for the benefit of the stronger. In our judgment the law will not be in a satisfactory state until it is positively declared that combinations of workmen, aiming without crime at ends which are not criminal, are not conspiracies.

The Combination Laws.

The centre round which all questions of the relations of workman and employer turn, so far as the legislature and judicature are concerned, will be found in the combination laws. Now these laws are in principle laws affecting the labouring class as such, and constituting special offences. They are in truth an anomaly in our system. The statute of 6 Geo. IV. is one of the few survivors of a large catalogue of mediæval enactments, sectional in nature, and coercive in principle. The history of these statutes is significant, but not satisfactory. From the middle of the 14th century downwards there appear a succession of statutes, some to fix wages and hours by law, and others to enforce penalties upon all "alliances and covines" of workmen to alter them.

The first statute directed against combinations in general—the parent of the subsequent Acts—was the Act 2 & 3 Edw. VI. c. 15. This enacted that if any artificers, labourers, &c., should conspire, covenant, or promise that they should not make nor do their works but at a certain rate, &c., or should not work but at certain hours or times, &c., they should forfeit for the first offence 10*l.*, or suffer 20 days' imprisonment; for the second offence, 20*l.* or the pillory; for the third, 40*l.* or the pillory, and the loss of one ear, &c. &c. This was followed by a series of similar enactments, until, during the reaction after the French Revolution, a further step was made.

By the Act 40 Geo. III. s. 106., all agreements between workmen for obtaining a rise of wages, &c., were declared illegal, and subjected the offenders to two months' imprisonment. By 5 Geo. IV. c. 95., these statutes were all in substance repealed, the common law rule was repealed by a clause that no combination was to be indictable in itself, but recourse by workmen to violence, threats, or intimidation was made a misdemeanor. This reasonable Act had hardly been carried by the efforts of Mr. Hume when it was abrogated by a fresh Act, which restored the force of the common law doctrine by which combinations were held to be unlawful and conspiracies.

By the Act 6 Geo. IV. c. 129., the repealing Act 5 Geo. IV. c. 95. was repealed; combinations of a special kind only as to wages and hours were exempted from the illegal character which attached to all combinations under the common law; in addition to penalties on "threats," "intimidation," and "violence," two fresh offences were added by the words "molest" and "in any way obstruct;" and the punishment was extended from two months' imprisonment to three. It appears to us that this last Act, which is the one now in force, was a step backwards, was the result of panic, and retained some of the worst features of the old combination laws of the middle ages.

Combination laws have these two features: first, they practically affect workmen alone: secondly, they make certain acts—*e.g.*, verbal threats—criminal in their case, when they are not criminal in any other case.

It seems to us that the policy of imposing exceptional penalties upon the labouring population *en masse*, and as such, and recognizing in that class exceptional offences, is a principle vicious in itself and long discredited. Nothing but some extraordinary danger to the public safety, or some peculiar proneness to crime, can justify such an anomalous system. We can see nothing in the combinations of workmen which the ordinary police cannot deal with, or any systematic violation of law not now cognizable under the general criminal code. Combinations of workmen, like other combinations in the community, are occasionally most injurious to the public, sometimes very oppressive to individuals, and occasionally lead to acts of crime. But we know no sound reason why their acts should not be dealt with under the ordinary penalties for offences in the regular course of justice. Both the combination laws and the law of conspiracy as

applied to workmen belong in spirit to ages when the State was morbidly jealous of anything which could threaten its authority, and at the same time claimed a right to dispose absolutely of the labouring classes. The whole system of special laws as applying to labour seems to us a relic of feudalism, and contrary to the spirit of modern legislation. In every way it violates the principle of the equality of all citizens before the law. We can see no ground for special laws relating to the agreements of workmen, which does not apply to the agreements made by any other order of citizens, and no ground for making a threat uttered by a workman penal when a threat uttered by any other citizen would not be penal. We conceive that the law is sufficiently positive, and the administrators of it sufficiently strong, to deal with the acts of every class of the community when such acts are recognized crimes. And we consider that it will be a standing reproach to the law so long as statutes remain specially directed against an order, and so long as it is criminal in a workman to do that which another citizen may do with impunity.

It need hardly be remarked that there is nothing even in the atrocious crimes that have been brought to light at Sheffield and Manchester, nor yet in the riots and outrages in other parts of the country which have been reported to us, that is at all inconsistent with this view. No combination laws are needed to make these acts crimes. Had their perpetrators been brought to justice they would have been tried under the ordinary criminal code. It was throughout a question of police rather than of legislation, and concerned the detection rather than the punishment of a gross class of offences. Nor could any increased stringency in combination laws repress these crimes, which were secret conspiracies unlawful in every sense. On the contrary, increased stringency in the combination laws would be calculated to incline more workmen to regard such practices with toleration; and so far as these outrages point, it is in a direction contrary to special combination laws. For they were far more frequent and aggravated at a time when the combination laws were far more stringent. It was found that whatever tended to make combinations illicit and secret tended to increase their criminal character, and that this character disappeared as the combinations approached towards legality and publicity.

The Statute 6 George IV. c. 129.

So far respecting the principle of combination laws in general. With regard to the existing statute, we have to make the following remarks. Accepting the view expressed in the Memorandum of the Chairman of the Commission, the effect of this statute and of the common law together appears to be as follows: By the common law all combinations of workmen leading to a strike—that is, all agreements between workmen to decline to work simultaneously—are unlawful, unless within the exceptions of the statute—that is, unless for improving wages or for reducing hours. But these agreements must be made between the workmen present at the meeting, and must be for the sole purpose above mentioned. All other combinations appear open to liability under the common law of being criminal conspiracies.

It will be seen at once that the expectations which were raised by the framers of the Act have been totally disappointed. It was believed that by retaining the illegal character of combinations under the common law, and exempting a limited class of combinations only, the operations of unionism would be checked, restrained to small areas, and confined to pure questions of wages and hours. The contrary has proved to be the case; and the great amalgamated societies, and the elaborate codes of trade rules, are the proof how ineffectual were the attempts of 1825 to modify unionism by statute. (See the *Report of the Select Committee of the House of Commons*, 1825.)

The history of legislation on this subject proves emphatically that the retention of the common law doctrine of the unlawfulness of trade combinations does nothing whatever to repress the combinations or any of their practices. The rule of law is absolutely ineffectual for good, and is vexatious and unjust by its indirect and irregular operation.

A fortiori would this be true of a mere retention of the doctrine by qualifying provisoes hardly intelligible in their effect to a professional mind.

It appears to us that the distinction which it is attempted to draw between combinations respecting wages and hours which are lawful, and those respecting other conditions of labour which are unlawful, is essentially arbitrary and impolitic. It is absolutely impossible to classify the various grounds which may reasonably cause workmen to decline any particular employment in concert. The reasonableness of their conduct must depend on the particular circumstances of the case. It seems to us impossible to hold that men may lawfully threaten to strike for a rise of wages, but not against an obnoxious foreman or shop rule. It would be easy to suppose cases where the latter would be perfectly

reasonable, and the former utterly wanton. It appears to us that any distinction of the kind must be unsound and unjust. We conceive that whilst all citizens are permitted to decline offers and to refuse to deal except upon their own terms, and are permitted to do this by common agreement, so long as they keep within the general law, the law should be plain that workmen, like other citizens, are at liberty to decline employment in concert on any ground that they please, provided that in so doing they commit no violation of order and are guilty of no recognized crime.

It further appears that all the subordinate distinctions, such as those referring to the persons present at a meeting, and in a given district, and all attempts to put a limit on the extent of the combination, are alike impolitic and inequitable. It appears to us of small avail to enact that what 1,000 men may do lawfully becomes criminal when done by 5,000; and that the engineers of Manchester may strike with impunity, but that they commit an offence if they take the advice of their council in London. Such a restriction is, moreover, in the highest degree impolitic; for the evidence abundantly proves that the larger national associations are those which are most peaceful, most reasonable, and least liable to criminal conduct, whilst there is proof that the impatience of the men of a district is continually controlled by the wider experience of the central authority.

Section 3 *of the Statute.*

The distinguishing feature of the actual statute is undoubtedly the third section, which makes penal certain acts of workmen accompanied by intimidation, molestation, or obstruction. It is under this clause that almost the whole of the convictions turn. What are the acts comprehended under each of the five terms, "violence," "threats," "intimidation," "molestation," "obstruction," has been elaborately expounded in the Memorandum referred to. In the words of that statement, they are "terms of wide "generality, in order that there may be comprehended therein a wide class of actions "which from their nature do not admit of precise definition." Thus, if a person conveys to the mind of another that he will bring any form of evil on him with a view to force him to do the acts specified in the statute, it is a "threat;" so "intimidation" consists in deeds or words which might create fear; "molestation" is any act prejudicial to the welfare of the party to be molested, &c.; whilst any act that obstructs the exercise of any right is "obstruction:" and any one of these acts done with the specified intent is a crime.

It seems to us that language of this kind is capable of indefinite interpretation; and accordingly we find a series of decisions by which the following acts have been held punishable:—Giving an employer notice that his workmen will strike unless he dismisses particular workmen (Walsby *v.* Anley, 30 Law Journal, Mag. Cases 121; Wood *v.* Bowron, 2 Law Reports, Q.B. 25.); telling a workman that he will be struck against or be considered a "black" (Perham's case, 5 Hurlstone & Norman 35); ordering a picket who shouts "Ba-ba, black sheep" (Reg. *v.* Hinchcliff, August 1868); coercion not extending to abusive language or gestures (Reg. *v.* Druitt, C.C.C. Aug. 1867); telling a workman that if he goes to work "there will be a row" (Reg. *v.* Hamilton, August 28, 1868).

In our opinion a statute capable of the foregoing effects ought not to remain on the statute book. In the cases cited it is not doubtful that the acts charged, or perhaps some of them, are wrong in themselves, and in the abstract social offences. But we believe they do not constitute such acts as can be fairly suppressed by legislation, or such as the Legislature has attempted in other classes to suppress. This introduces the whole question of molestation amongst workmen generally. We have no doubt that petty persecution, just short of violence, undefined molestation, impediments thrown in the way of workmen obtaining employment and of employers finding workmen, are not uncommon in practice amongst working men; and we do not dispute that such conduct is essentially immoral. But when it is attempted to suppress these practices by special statutes, it seems to us that there are certain principles of wise legislation which must be carefully adhered to.

In the first place arises the question: Is the restriction imposed in accord with other legislation? Viewed by this test it is seen that all penal clauses of the kind are highly exceptional. Speaking generally, verbal threats, however extreme, are not the subject of penalties, nor is indefinite molestation. It seems scarcely rational that a man may threaten to maim or murder another with impunity, but that if a workman on strike threatens another workman with being regarded as a "black," or even threatens in concert to strike against him, he is liable to three months' imprisonment. It is only the legislation of panic which forgets that not all *wrongful* acts, much less all acts which do *harm* to another, can be made penal by statute.

The second test to which legislation of the kind should be brought is this: Does the penalty fall impartially on all citizens alike? Here again the statute appears to us essentially one-sided. It makes acts penal in one class—acts no doubt highly reprehensible—which it cannot effectually suppress in another. There cannot be the least doubt that throughout the social and industrial system an immense amount of petty persecution exists, and that powerful individuals, and more or less definite combinations, are continually putting others under severe pressure to secure their own ends. One of the most common of these is political pressure to influence votes. It is notorious that many constituencies exist in which the candidates or their agents, more often irresponsible partizans acting by themselves, constantly coerce the will of voters by indirect but perfectly effectual methods: sometimes by distinct threats of eviction, frequently by threats of incurring the displeasure of their landlord; sometimes by threats of loss of custom, social exclusion, and various inconveniences often amounting to practical ruin. We have here a distinct threat of material injury by an organized combination, with a view to coerce the will of a person in respect to a right or function in the discharge of which the public have an important interest. The injury to the public is greater in the case of political pressure than in that of the workman. The parallel is exact. In the case of Reg. *v.* Hinchcliff, during a strike at Sheffield, the leaders placed some agents as pickets. The pickets called some workmen who were going in "Black sheep." They were held guilty of intimidation, as also the leaders who had instigated them, and both were sentenced to four months' imprisonment. But it would not be easy to show that the landlord, whose agents had forced his tenants to vote under threats of eviction, had ever been convicted of a misdemeanor; and although there is no doubt that such coercion is a criminal act, it is practically exerted with impunity.

Besides the case of political persecution, which is perhaps more common than any pressure exercised by workmen, and even more injurious to the public, there can be no doubt that undefined molestation with a view to secure certain trade objects is carried on to an immense extent. Every new competitor in any market, the shopkeeper who opens a new shop in a street, the trader who attempts to win customers by underselling, the professional man who is suspected of reducing the standard of fees, are often subjected to systematic persecution which usually stops short of crime, but often effects the ruin of its victim. It is a matter of familiar experience how the established dealers in any market confederate to keep up prices and to oust from it interlopers. The correspondence sent to us by Messrs. Potters and Taylor, who were practically refused goods, or struck against, for underselling their competitors, is very significant of this. Practices of the kind rarely come to light, but their existence is notorious. The pressure exercised on the co-operative stores, the indignation of tradesmen at their institution, are forms of the same thing. It is part of the common higgling of the market for sellers to carry on indirect but connected operations to force buyers to meet their price, and to coerce all sellers to maintain it. This practice usually stops short of violating order, but it often assumes flagrant forms of molestation and obstruction. The State, it is true, formerly imposed penalties on forestallers and regraters; but it has long given up the hopeless task of suppressing these secret combinations, as well as the indirect acts of annoyance or oppression by which they are maintained. Statutes directed against combinations and molestation by workmen are the last relic of this abortive legislation.

There is a third test to which such legislation must conform, which is this: Can it be impartially administered? If not, such special provisions are apt to be made themselves a source of oppression. The evidence before us shows that oppressive practices are habitual on the part of employers, and that coercive lock-outs on a grand scale are continual, though naturally stopping short of crimes of violence. The evidence of Mr. Applegarth, Mr. Druitt, Mr. Macdonald, and Mr. Brown, furnishes numerous instances. When we examine these, and remember that almost every association of employers which has come to our notice binds its members to circulate lists of men on strike and refuse them employment, and that an organized lock-out accompanied by evictions is constant, it is difficult to believe that the clause of the statutes which imposes a penalty on any person who by intimidation, or by molestation, or by obstructing another shall endeavour to prevent any journeyman from being hired, has not been systematically violated by employers. Yet no instance of a successful prosecution of an employer for such an offence has come to our notice. Mr. Druitt (qu. 18,223–5, 18,240–1) gives a case in which such an attempt failed. We are of opinion that no such prosecution would be likely in practice to succeed, though we have no doubt that the law is constantly violated by employers or their agents as well as by workmen.

There is a fourth test to which it seems to us all exceptional statutes should rigidly conform: Is the language of the Act definite and not vague? Now the words

"intimidation," "molestation," and "obstruction," are in the highest degree vague. The judicial interpretation they have received is fluctuating and obscure. Intimidation has been ruled to cover anything from a threat of personal injury to a look; molestation includes a nickname; and obstruction includes any sort of embarrassment which may be occasioned to a trader. When the Act was passed, Mr. Hume objected to the vagueness of the word "molestation;" for as he said with truth and humour, "It might be thought that he was molesting the House at that moment." The vagueness of this clause appears to us a serious blot on the statute book. But the vagueness is not a question of language. No words could give it other than a vague character. For the distinct purport of the clause is to render penal acts which may annoy or embarrass another over and above recognized acts of crime. As the acts of the class are necessarily infinite, and many of them utterly trivial, it is impossible to define them in words which will not include a mass of trifles.

It is our conviction that the existing law is inequitable under each of these heads. It creates a special and ill-defined class of offence which is unknown to the rest of the criminal system, the punishment of spoken threats and of indirect annoyance. Secondly, it punishes certain acts in the labouring orders of the community which are not penal in any other class. Thirdly, it is not administered and is not likely to be administered impartially. Fourthly, it is so vague, that it is readily perverted to an oppressive use. For all these reasons we consider the policy of attempting to suppress for the working class indefinite molestation not otherwise amounting to crime to be mistaken. It belongs, we think, to the ideas of times when the State sought to enforce right conduct by law, and to dispose of the labour of the poor. We believe that undefined molestation is unhappily common throughout the community, and must be left to the action of public opinion, equal laws, and strict administration of justice. We can see nothing to be gained by placing the working class under a special system of penalties which are necessarily one-sided in their operation, uncertain, ineffectual, and liable to abuse. If the molestation passes into any act cognizable by the ordinary criminal code, it should be dealt with by the criminal code which applies to the acts of all citizens alike. If the provisions of that are found in any degree defective, which we are not prepared to believe, we think they ought to be amended. When this is done, we think that all further attempts to impose penalties on intimidation by workmen may be safely expunged from the statute book, as at once exceptional and vague.

Picketing.

Various proposals have been urged with a view to make "picketing" on the part of workmen on strike a specific misdemeanor. This appears to us open to all the objections which we have already made against other forms of exceptional legislation. Picketing in its simple form is described by Mr. Applegarth (qu. 6736), and we have no doubt that it does not ordinarily exceed this limit. In itself it implies nothing more than a warning given by the men of the fact of a strike. As it is impossible to reach all the workmen of the kingdom by any form of advertisement, the workmen who apply are met on the spot, and opportunities of full explanation are afforded to them. We conceive that this is a licence which cannot be denied to workmen when once their right to combine and strike is admitted. In any case the attempt to suppress it may become far more oppressive than the practice itself. The employer can at any time effect the same result by means of a piece of paper and a list. The resort to this appears universal on the part of all employers' associations. It is obvious that it is one which no statute could touch. A.'s workmen strike; he sends round a list of their names to B. C. and D., with a request that they be not employed. The workmen on their side put two of their number near the gate of A.'s workshop, who inform all who apply that a strike is on foot, and beg them not to seek employment of A. It has been proposed to make this act of the workmen a new special misdemeanor. But it is obvious that no statute whatever could place A. in prison for communicating to B. the names of his workmen. The proposal, therefore, would, if effectual, deprive the men of their power of "picketing," but leave the employers in full possession of the "Black List."

The attempt to suppress picketing by statute must also necessarily be ineffectual. If it were made criminal for two or three men to wait near the gate of a workshop, no one can doubt that means would speedily be found of evading so exceptional an act. Picketing is usually performed by addressing new comers to a town at the station of a railway or on the open high road. If the prohibition against picketing is to be of any effect, it must be made penal to address a workman in a train and to offer to convey him to work elsewhere. It is plain that no real prohibition of the practice would be possible unless we were to

take measures repugnant to common sense. The only result of legislative repression of picketing would be to render the practice secret, and to make the men on picket far more numerous, more vigilant, and more ready to resort to coercion. It cannot escape notice that it would be impossible to define the offence of picketing in any reasonable limits. If definite, the provision would be futile; if indefinite, it would be a constant source of oppression.

The proposal to make picketing a new indictable offence does not derive the smallest support from the fact that violence and outrage occasionally arise out of the practice. This seems to be unhappily true, though not, it appears to us, with anything like frequency. If men on picket occasionally commit acts of violence, they will fall into the hands of the police, and be arrested, tried, and sentenced in the ordinary course of law. We see no reason to doubt that the police and the magistracy are quite as competent to deal with the brawls and assaults of "picketers" as of other rioters. If it be alleged that certain forms of physical injury and personal annoyance are common with picketers—such as threats of violence, hustling, dogging, hooting, bonneting, and the like—which are not cognizable as offences by the statute law, we think the statute law should be amended, so that all citizens may be protected from personal molestation. But we believe the the existing law of assault to be ample. In any case whilst the law abstained from visiting as crimes the black looks and rough words which citizens occasionally cast on each other, we are of opinion that it is unwise to regard as crimes the black looks and rough speeches which may pass between fellow workmen.

Want of Protection for Union Funds.

Besides its direct effect as forming a link in the doctrine of conspiracy, the doctrine respecting restraint of trade has had a great indirect bearing on unionism. It seems to be the result of decisions that associations which use or may use their funds for any purpose in restraint of trade could not obtain the assistance of the law in recovering their property, even against embezzlement. Restraint of trade appears to result from any agreement which operates on workmen to the withholding of their labour, certain cases excepted. These exceptions are the combinations permitted by the fourth section of 6 Geo. IV. c. 129—*i.e.*, such only as are in respect of wages or hours. Associations, therefore, which could not be shown to have devoted their funds in disputes on any question but one of wages or hours, although they had struck for these objects under every circumstance of perversity, might claim the assistance of law. The most peaceful and orderly of associations, which bound its members not to work, for instance, in a mine under a certain degree of ventilation, or in a factory which was unhealthy, might be pillaged with impunity. A state of law such as this requires complete revision.

We have already stated that in our opinion no valid or equitable distinction can be drawn between the right of workmen to combine with respect to their wages and hours, and their right to combine, with respect to other conditions of labour. We see no alternative but that of permitting all combinations which do not violate the general law. If this were accomplished, the doctrine respecting restraint of trade would cease to have its indirect effects. We conceive that this doctrine is applicable in truth to civil law alone, and cannot be properly introduced into the penal.

An impression prevails that by virtue of some recent decision (Reg. *v.* Dodd), and of a statute of the last session (31 & 32 Vict. c. 116), the funds of unions are already adequately protected. The subject, however, is one embarrassed by intricacies of pleading; and it appears to us that all that has been done by the decision or by the Act referred to is to remove certain impediments to the framing of the indictment in certain cases, and to suggest modes in which certain classes of offences may be reached. Reg. *v.* Dodd was a case of forgery. The judgment in Hornby *v.* Close is still law; and as a general principle trades unions still remain at common law illegal societies, incapable of public recognition and of registration under any existing Act, and disqualified from making any legal title to funds which are the proceeds of the combination. Such a state of things, it appears to us, requires a complete and positive remedy by which trades unions untainted with crime may be declared capable of legal recognition, and be enabled to make a formal title to their own *bonâ fide* property.

The subject of restraint of trade is one which belongs to the general system of law, and cannot be properly treated under statutes applying to labour specially. This is not the place to discuss this very wide and difficult question; but we have no doubt that so far as trades unions are concerned the solution is that the doctrine of restraint of trade should operate only when a party seeks the aid of the courts to enforce against the other

party the particular contract alleged to be in restraint of trade, and that in all matters but the direct enforcement of such a contract, and as to all matters incidental to or consequential on such contract, the doctrine should have no place.

Legalization of Trades Unions.

We believe that no question exists any longer that facilities should be given to unions to obtain legal protection. That great numbers of societies with an annual income amounting possibly to 1,000,000*l*., the great proportion of which have passed this Inquiry without imputation of crime, should remain under the ban of outlawry, does not appear to us reasonable. The question to be determined is the mode in which this should be effected. In our opinion the requirements of the case will be met if trades unions be enabled to take the benefit of such portions of the Friendly Societies Act (18 & 19 Vict. c. 63.) as apply to societies not fully registered under that Act. This would be effected by placing them in the position of the societies mentioned in the 11th section. The conditions on which this should be done would be a deposit of the whole of the written rules and byelaws of the aggregate society, and of every branch, with a proper declaration by the secretary that no other rules or byelaws exist or will be recognized. We think that the Registrar should annually certify that the rules and byelaws contain no clause implying the commission of any offence punishable under statute; but he should not have power to withhold the certificate on the ground that the rules are in his judgment unreasonable or in restraint of trade. He should also certify that an annual statement of accounts had been rendered to him, and that the accounts showed an expenditure in accordance with law. We think he should be empowered to call upon the secretary and treasurer to explain and show the details of items in this statement, and to examine books, ledgers, and other official documents. If the Registrar finds in the rules and accounts submitted to him any clause inferring the commission of crime, or any item of expenditure implying a criminal object, he should be empowered to refuse the certificate; and in the case of any payment suggesting the commission of crime he should communicate with the proper authorities. An appeal from the Registrar's decision would lie to the superior courts.

Since the funds of every union may be devoted in unascertained portion or in bulk to the purposes of a strike, no trade union can possess that scientific security of solvency which belongs only to cases where the liabilities are calculable by tables of average. It appears to us, consequently, that the body of the provisions in the statutes relating to Friendly Societies are not applicable to unions. This consideration appears to us conclusive against any attempt to make the Registrar decide the question of the conformity of the scale of payments and benefits to economic principles. The question as to certain rules and payments under such rules—those relating to disputes as to piecework, apprentices, and the like—seems to us one on which public opinion in the capitalist class and the workman class differs so widely that the State would not be wise to assume either side of the controversy as a matter of public policy. And the State does take part in this controversy, whenever it steps in to suppress combination for those purposes by any disability or penalty whatever.

A very serious question arises here as to whether legislation of a far more comprehensive character is not needed to place trades unions on a full legal footing: whether, in fact, a complete statute should not be enacted, analogous to the provisions of the Friendly Societies Acts and the Joint Stock Companies Acts, and the like, by means of which uniform rules would be framed for the formation, management, and dissolution of these associations; and by which they should be enabled to sue and to be sued by their members, to recover from members their contributions or fines, and be made liable to members for the benefits assured. We are inclined to believe that the time has not yet come, if it ever come, for any such statute. The amount of feeling which this question arouses on both sides, the great irritation of those who have suffered by trades unions, and the extreme jealousy on the part of their members of State interference, would, we are convinced, render the attempt to pass such a measure impracticable. We are far from seeing any certainty that such an Act is even ultimately desirable. Trades unions are essentially clubs and not trading companies, and we think that the degree of regulation possible in the case of the latter is not possible in the case of the former. All questions of crime apart, the objects at which they aim, the rights which they claim, and the liabilities which they incur, are for the most part, it seems to us, such as courts of law should neither enforce, nor modify, nor annul. They should rest entirely on consent.

We think the right course is, that they should be left to that spontaneous activity which produced them, and that the State cannot with policy interfere to give them a permanent or systematic character. They differ, however, from clubs in the fact that from their quasi-mercantile character, and the sphere of their operations, they suffer severely from the want of bare legal recognition. On the other hand, their rules and practices are accused of being occasionally criminal and constantly obstructive to public interests. The complaint they make is, that they are open to robbery. The complaint against them is, that their practices have an element of conspiracy. These are the two difficulties which it appears to us the State should meet. We think these two requirements would be met if the State accorded to them bare legal recognition under the condition of ample publicity. They would thus be secured against robbery and enabled to protect their property, but would have no other assistance in enforcing contributions or managing their affairs. In return for this recognition a guarantee of perfect publicity in their laws and in their expenditure would be exacted, but these would be in no way interfered with so long as they were clear from crime.

A proposal has recently been put forward to enable the unions to recover at law contributions and fines from their members. It is significant that this suggestion comes not from the competent representatives of the societies, who distinctly disclaim this object (see Applegarth, qu. 6641), but from others outside their pale. The suggestion appears to us to be founded on entire misconception. The objects for which union funds are frequently subscribed are such as are viewed by large bodies of the public with the greatest antipathy, and are now repudiated by the courts as contrary to public policy; and neither opinion nor law would easily lend itself to enforce them by the full power of justice, though they may cease to regard them as criminal. But the enforcing of these contracts and obligations at law would require, as a preliminary step, what exists in the case of trading companies and the like, a complex and definite machinery to which the societies must conform, in other words, a complete law regulating the whole life of the union. Nor is it conceivable that the whole of the legal advantages enjoyed by regularly constituted companies, under the conditions defined by statute, could be afforded to voluntary societies not so regulated and under no conditions. But the conditions on which alone the public would give the full aid of the law to the unions to recover their contributions would be such as few unions would accept. The proposal is, in fact, on every ground impracticable.

The general effect of the present proposals would be this: All trades unions the rules and byelaws of which contained nothing criminal, and the expenditure of which was in accordance with law, would receive protection for their funds. They would not be able to enforce payments, or be liable to any regulations respecting the management of their affairs. Their rules and their expenditure would be open to inspection, and it is conceived that this condition of publicity would effectually put an end to many indefensible practices and much irregular expenditure. Any element of crime or mal-appropriation would deprive them of legal protection. We do not consider that any system of compulsory registration would be either practicable or just. So long as men in all classes associate themselves in clubs and parties, often for ends most injurious to the public, we do not consider that the law can in reason suppress irregular and secret unions, though it may fairly refuse them the smallest countenance. The *certificated* unions would remain clubs on a voluntary and independent basis which the State permitted to hold corporate funds, whilst claiming the right to inspect but not to control their expenditure.

Separation of the Funds of Unions.

Various proposals have been made with a view to enforce the separation of the unions funds into those for trade and those for benefit purposes. One form of this proposal is that no association should exist for both purposes. It seems hardly necessary to show that this would in effect be, and would be felt by the working classes to be, tantamount to a proposal to suppress unionism by statute. We say at once that no such attempt could be contemplated by any responsible person. The second and the more practical form of the proposal is to require that the trade and benefit funds be kept distinct, and the one be not employed in aid of the other. The first difficulty that occurs to us is this, that it is hardly possible to distinguish a trade purpose from a benefit purpose. A union guarantees a member a certain sum when out of employment. This on the face of it is an ordinary benefit, but if that man has left his employment in consequence of trade dispute, it may be singly, the payment at once becomes a trade purpose. On the other hand, a strike takes place on a large scale, and of course all payments to men on strike constitute

a trade purpose. The strike ends, and large numbers of new workmen have been introduced, or production has been seriously checked, and for many months employment is slack. Large numbers of workmen—it may be the men previously on strike, it may be others—are unable to obtain work. All are entitled to payment, but it would be impossible to decide whether, or as to how many, out of the ordinary benefit or the strike fund. In the same way, the benefit to men on tramp and the like is seriously affected by a strike, and it would be impossible to distinguish the payments. The truth is, as has been previously pointed out, that the trade objects and the benefit objects are indissolubly connected, and neither could exist without the other.

As we have already shown, it would in our opinion be in the highest degree impolitic to require the union to fix beforehand a definite proportion of its funds which were to be employed on strikes. It would necessarily be fixed at a high sum, and the temptation to employ it in strikes would be unqualified. At present the strength of the union and the confidence of its members simply consists in this, that it can if so disposed employ the whole of its funds in the support of the trade ends. Its peaceful character, on the other hand, depends on this, that, if so disposed, it can devote the whole of its funds to other objects.

But the defect of the proposal in our eyes consists in this, that it is an arbitrary interference with the liberty of association. If workmen are permitted to raise and expend funds on several objects, it appears vexatious and puerile to insist that these funds should give no mutual support where the several purposes are all part of the original agreement. The oppressive nature of the proposal we think would at once be apparent if we were to conceive that a railway company or a bank were compelled by law to keep the accounts of the branches independent, and could not make good loss on one by profit on another. It would obviously be to paralyze the efficiency of the institution, and we believe that this has not been over-looked. The sole ground which in our view could justify an enforced separation of the benefit from the trade objects would be that large numbers of the trades unions had become actually insolvent, and that great numbers of poor men had been deprived of the benefits promised to them. But no such complaints or evidence have reached us. We have before us no definite instance of insolvency at all. The call for the separating of the funds comes not from defrauded subscribers who complain of them as insurance associations, but from their antagonists in trade who fear them as trades unions. The proposal, in fact, in whatever form, appears to us only an indirect means of crippling the unions, and as such it is one from which we must offer a most emphatic dissent.

Legislative Repression of Vexatious Rules and Practices of Unions.

Various proposals have been put forward with a view to repress what are looked on as the vexatious practices of unionism. These are as follows: the enacting that certain rules and practices are illegal and void, that certain classes of expenditure shall be disallowed and the amounts be recouped, that interference with the rights of others should be an offence, that picketing, strikes by amalgamated unions, strikes relating to the conduct of the business or shop, strikes directed against particular persons, strikes which tend to the serious injury of the employer, and the like, should be made punishable.

In our opinion one objection is a sufficient answer to the whole of these schemes: they are all acts of arbitrary interference with the freedom to combine. The old combination laws rested on a theory that the State might properly impose conditions of service on the labourer. When the right of the labourer to demand his own terms by combination was conceded, it appears to us that no true alternative remained but that of conceding his right to demand his own terms, whatever they might be, so long as he committed no act commonly recognized as crime. So long as he is limited to demand certain terms, and certain other terms are forbidden him to demand, he is not free. There is no logical halting place between the old system of compulsion and that of entire freedom. To speak of "not interfering with the rights of others," is to use language too vague to be effectual, and in which lurks a serious fallacy. A body of men strike against a foreman—*i.e.*, decline to re-engage themselves under his supervision. It has been proposed to make this act criminal, if it is not so already under the law of conspiracy, as an interference with the rights of the employer and the foreman. In one sense it is an interference. But the interference with the freedom of the labourers is still greater if they are punishable for declining to work upon certain conditions to which they object. The proposal, and all proposals of the kind, involve in fact that which is the essential feature of slavery. It is to punish men for refusing to work whether they accept the terms offered or not. Men who commit breaches of law are open to

punishment according to statute. But where no breach of law is attempted we can see no reason for treating as an offence a refusal to labour, whether the assigned motive be reasonable or not. No law ever attempted to punish capitalists for refusing to employ their capital.

Statements are continually made, and even substantive amendments of the law are proposed, based upon the principle of sanctioning all combinations of workmen which do not interfere with or which put no pressure on others. Much of this language appears to us to be at once loose and ill considered. In one sense, all acts of individuals, and much more all concerted acts of several, and also their abstaining from acts, interfere with and put pressure on others, and are continually done with that end. If a mill-owner chooses to close his mill suddenly, he instantly puts a forcible pressure on the whole body of his workpeople. If several mill-owners in a secluded district were to do so simultaneously the pressure would amount to ruin and starvation. In an industrial system like ours all conduct, active or passive, interferes with others. There are countless acts producing the most serious harm to others, and done with that intent, which law and opinion tolerate. Indeed, the accumulation of capital often arises out of successful manœuvres by which the capitalist practically forces others out of his way, or compels others to deal on his own terms. The introduction of a new machine, by which thousands are suddenly beggared, is often regarded as highly meritorious; to take advantage of distress to reduce wages is venial. But when this pursuit of self-interest, however much resulting in immediate injury to others, is acted on not by wealthy individuals but by combinations of the poor, opinion and law in their present form take alarm. The fear and dislike with which the selfish conduct of the combinations of workmen is regarded, is the parallel of that with which the selfish conduct of the powerful is often regarded by the poor. We see no ground on which the State can punish the selfish pursuit of their interests by combinations, when it does not punish it in powerful individuals. And we see no limit which ought to be placed on freedom of combination, except the commission of acts which are commonly recognized as crimes, and all crimes we desire to see rigorously repressed.

It appears to be constantly assumed that the trade rules of workmen are contrary to principles of freedom of trade, and constitute in themselves a system of protection. It seems to us that every difference exists between restrictions imposed by the State and the voluntary agreements made by individuals. We can understand no freedom for trade in which workmen are not free to stipulate with an employer in concert for their own conditions. That their conditions are unreasonable or highly inconvenient to the employer is no coercion, and it appears to us that no principle could be more arbitrary than any attempt to punish any body of workmen for pursuing what they conceive to be their interests rather than those of the community. If the employer dislikes their terms, his remedy is simply to decline their services. If he cannot find workmen to fill their places, his position may be highly inconvenient, but this is no ground for his calling upon the State to coerce his workmen to work for him on terms which they decline. In our opinion the State does thus interfere when it makes the pursuit of self-interest by workmen at the expense of others criminal or unlawful under circumstances in which it is not unlawful or criminal in other citizens.

In conclusion, it appears to us that whilst unionism is shown to have acquired in this country a very great extent, and is still without protection of law, some legislative action is indispensable; that the objects and practices of the unions are for the most part such as are fairly entitled to that recognition and support; that they are sometimes selfish or short sighted, but without crime; and that to a very small extent only have they a criminal character. We believe that any attempt to reform the unions on a model to be imposed on them by the Legislature would be as impracticable as any attempt to suppress them. We are of opinion that it is not the duty of the State to enforce morality or to punish unsocial conduct, and that such part of the conduct of the unions as is unsocial without being criminal ought not in good policy to be visited by legislative disabilities or penalties. The *bonâ fide* property of the unions ought, in our judgment, to be distinctly protected. The criminal element will, in our judgment, be best suppressed by the exaction of publicity. Publicity as a condition of the protection of their property is the sum of those amendments which the law appears to us to require in respect of the unions. Freedom to combine as to their terms of labour, by all ways not commonly recognized as criminal, is the sum of the amendments of the law we suggest in the case of labourers in general. More, it appears to us, cannot be demanded from either side, whether in the interest of the workmen, the employers, or the public.

In accordance with what we have above said, we beg to submit the following propositions :—

PROPOSITIONS RESPECTING AMENDMENT OF THE LAW.

1. That the common law relating to combinations of workmen, as well as the interpretation of the statute 6 Geo. IV. c. 129, and the effect of the joint operation of the common law and statute, appear to be involved in considerable doubt, and have given rise to decisions sometimes conflicting with each other, and often unsatisfactory; that in the opinion of eminent authorities the bulk of the existing unions are in some senses unlawful combinations, and are without any direct and adequate security for the safety of their property; and that an amendment of the law, and an explicit declaration of the law relating to combinations, are absolutely required.

2. That the principle of rules of law to restrict the liberty of workmen to demand their own terms in concert is contrary to the spirit of modern legislation; and that it is expedient to declare that workmen and employers may lawfully associate themselves for the purpose of obtaining any terms for their labour or capital that they think fit, and may lawfully withhold their labour or capital in concert upon such terms as they choose; and that no combination in pursuance of such agreement shall be indictable as a conspiracy or otherwise, unless it be made with intent to commit or to procure the commission of some offence punishable under the general criminal law.

3. That the doctrines respecting restraint of trade have been applied to remote consequences in the case of workmen, and with an uncertain effect, and require complete revision; that it is expedient to declare that whilst all combinations of workmen untainted with a criminal purpose are lawful, certain agreements, to be defined, will not be directly enforceable at law, though they will not taint with an ulterior character of illegality combinations into whose purposes they may partially enter.

4. That the third section of the statute of 6 Geo. IV. c. 129, and in particular the words "threats," "intimidation," "molest," "obstruct," involve a vagueness which should not exist in criminal law, and have received conflicting interpretations, which in some cases are harsh and unsatisfactory.

5. That the principle of combination laws, or laws directed against associations of workmen and employers as such, and creating special offences in their case, is unsound, and that combination laws in general ought to be repealed, as at once vexatious and inoperative; and that it is expedient to deal with all offences which may be committed by members of such associations under the general law of crime applying to all citizens alike.

6. That it is expedient to give full and positive protection to the property and funds of trades unions.

7. That it is expedient to carry out this end by the following process :

1. Certificate under the Friendly Societies Acts annually renewable, and giving the benefit of such parts of those acts only as apply to certificated societies—that is to say, the power to appoint trustees, the summary process for arbitration, and the summary remedies against fraud and embezzlement.
2. A deposit of all rules, byelaws, and standing orders of the union registered and its branches, supported by declaration from the officers.
3. Annual statement of receipts and expenditure under stated heads, with power to the Registrar to call for books and explanations, and to give certificates that the rules and expenditure are in accordance with law.
4. No power to the Registrar to object to any rule or item of expenditure as being contrary to public policy, unless said rule or item disclose a criminal intent or object.
5. Union not to be (otherwise than under the sections of the Acts referred to) capable of suing as a corporate body, or of recovering at law contributions, arrears, or fines against its own members, or of otherwise enforcing at law or in equity any of its rules, resolutions, or contracts as against any of its members.
6. Union not to be (otherwise than as aforesaid) capable of being sued as a corporate body, or of being dissolved, or otherwise wound up by the courts; and not to be accountable in law or equity to its members in respect of any rule, agreement, resolution, or act of the society.

7. Appeal to lie from the Registrar to the superior courts.

8. That it is not expedient to change the position which trades unions now possess, that of clubs or purely voluntary associations; and that it is undesirable to carry any legislation on this subject beyond the point of protecting them in the enjoyment of their property, on the sole condition of their accepting publicity in their administration.

9. That it is inexpedient to give any legislative character to courts of conciliation or arbitration; but that it is expedient to give increased facilities in cases where regulations exist under mutual agreement for the enforcement of the contract against either party who has *bonâ fide* accepted it.

THOS. HUGHES.
FREDERIC HARRISON.

MEMORANDUM

ON

THE LAW RELATING TO TRADE UNIONS,

BY

SIR WILLIAM ERLE.

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INTRODUCTION.

FOR the performance of their duty under Her Majesty's Commission the Trade Unions Commissioners had to ascertain the state of the existing law, both Common and Statute, connected with Trade Unions, in order that amendments might be proposed with knowledge of their probable effect.

For this purpose I prepared the following Memorandum, with the intention of its being laid before my colleagues, and forming part of the proceedings of the Commission. It has, however, so grown under my hand as to embrace some topics beyond the immediate scope of our Commission; and I now offer it on my own responsibility. Many of the principles were obtained by my own induction, and are expressed in words which I composed.

Introduction.

In stating the common law, I have aimed to assign some of the reasons for it, both with a view to show that the law is as stated, and also in order to foster loyalty, which increases with the opinion that there is reason for the law. Human life is a progress between two sets of physical and moral agencies perpetually striving against each other —the one on the side of falsehood, malice, and destruction; the other on the side of truth, kindness, and health: and the law, if wisely made and properly administered, maintains truth and kindness and health, and so, among other things helps persons of honest industry to obey each his own will.

In the hope, also, of lessening confusion in the legal reasoning on the lawfulness of certain sets of circumstances, I premise a few verbal explanations. First—there are terms, of frequent recurrence in that reasoning, each denoting different sets of circumstances—some lawful, some unlawful; so that if any of these terms are used without discriminating between the senses of which they are capable, confusion follows: "restraint of trade," "trade unions," "strikes," and "combinations," are examples of such terms. Secondly—as to "rights" and "duties," "wrongs" and "crimes." In this Memorandum "right" means a power which is vested in a person by law, and is created entirely by operation of law. Every right correlates with a "duty." A "wrong" is a violation of a right not amounting to a crime, being a civil injury: a "crime" is such a violation of a private right or of a duty as affects the interest of the public: it is known in practice to be classed as a crime; but the essence of criminality has not been defined at common law. And thirdly—in law, labour and capital are not contradistinguished: neither the rights nor the duties of a person are affected by being placed in the class of either labourer or capitalist.

I intended in writing this Memorandum to state the law as it is, and only rarely to express an opinion as to what the law ought to be.

CHAPTER I.

Common Law relating to Trade Unions.

Chap. I. Common Law

§ 1. *Formation and Force of Unions.*

I. *Formation and Force of Unions.*—As the term "Trade Union" denotes many forms of association for various purposes—such as mutual assurance against either the accidents of life or the accidents of trade, or such as the regulation of the terms of hiring or of the supply of labour—it may be well to premise that the term itself affords no indication in respect of lawfulness. Union by itself is presumed to be lawful: the test of unlawfulness lies in the purpose of the union.

A person becomes a member of a union by consenting to transfer a part of his own power over his own rights to the governing body of the union, which may be the general assembly or a committee of delegates. The legitimate power of the union over its members is in proportion to each member's power over his own actions—that is, to the quantity of the free will of each member supposed to be transferred by him to the union; and the transfer is intended to relate, for the most part, to power over the money or the work of the individual member. The force acquired by combination is incalculably greater than the sum of the powers so transferred to the union by each individual, as is exemplified by soldiers for right, and by robbers for wrong. This multiplication of force by combining is a reason why combination for a purpose either of crime or of some classes of wrong is made criminal, the law prohibiting such combination having the expediency of checking wrong in its inception. At times unions acquire power over both members and non-members by terrifying. Such power is in proportion to the terror; and terror for the most part decreases as knowledge of the extent of the danger, coupled with reliance on the law for protection, increases.

A union operates by way of agreement. If all its purposes should be free from unlawfulness, it would be like to a partnership agreement, for breach whereof the remedy is mostly in chancery; if any of its purposes should be unlawful, whether criminal or not, it would be so far void for illegality; if any of its purposes should be criminal, the concert would be a crime.

With respect to rights to property, they are not directly affected by the purposes of the owner of the property: but as unions operate by way of agreement, and as the validity of agreements depends on (among other things) the lawfulness of the purposes comprised in such agreement, the purposes of the unions may thus indirectly affect the rights of the members thereof to the joint property of the union. Accordingly, members of lawful unions have rights to the property of the union the same as other subjects to other joint property. Members of unions for unlawful purposes have no right to assistance from any court for the fulfilment of the unlawful purposes; but for all other purposes except the unlawful (if they can be distinctly severed) they are, I believe, in the same position as unions for lawful purposes.

§ 1. *Formation and Force of Unions.*

Although these rights exist in law, it is difficult in practice to enforce them. In most unions the members are being changed perpetually by outgoing and incoming, while no provision has been made for transmission of rights of property; and probably no such provision could be effective without the aid of an Act of Parliament analogous to the Joint Stock Companies Acts. A remedy for violating a right of property cannot be enforced with certainty unless the owners of the right, when the alleged wrong was done, are ascertained.

As regards violations of the rights of property belonging to the union, done by members of the union—as, for example, by treasurers, clerks, and other such officers—there is the difficulty arising from the joint-ownership on the part of the wrongdoers. When the wrong is by the abstraction of property, neither trespass nor indictment can be maintained by the union against a member thereof for such abstraction. An attempt was made to remove this difficulty by section 44 of 18 & 19 Vict. c. 63 (the Friendly Societies Act), but this section has been found by experience not to afford a satisfactory remedy; and I venture to suggest that the law might be amended if it were enacted that a joint owner, under certain circumstances doing that which would be larceny or embezzlement as between him and the other joint owners, should be guilty notwithstanding his joint ownership. I see no reason why in the case of some societies, to be defined in the statute, a member taking or embezzling the goods of the society against the will of the other members, secretly with intent to deprive them of their right, and to change the property therein contrary to law, should not be made as responsible, civilly and criminally, as he would have been if no society had existed. If this was the law* the trade unions would have the usual protection of the law against violation of rights of property by their own officers.

This protection might be supplemented by giving also to some societies a summary remedy analogous to the right given to friendly societies.

The test of unlawfulness is to be found in the purposes of the union. For example, if money is to be collected for the purpose of obtaining useful information, and regulating accordingly the supply of labour, the union is so far lawful; if the purpose is to apply its money to the injury of others—as, for instance, in burning the property or destroying the lives of persons obnoxious to the union—the union is so far unlawful. About such cases as these there is probably no dispute. But doubt about the lawfulness of the union arises when there is a purpose to restrain trade.

II. *Right to Free Course for Trade in General.*—Restraint of trade, according to a general principle of the common law, is unlawful. I say "a general principle," because the term "restraint of trade" is of very wide extension, and applies to a multitude of relations between man and man, relations which vary in countless permutation by the addition or subtraction of a circumstance; and the unlawfulness depends on the degree of restraint resulting from the circumstances. Questions of degree cannot be defined without a standard of measure: unlawful restraint of trade, therefore, cannot be defined, but it may be described; and the best description I can offer is this, that at common law every person has individually, and the public also have collectively, a right to require that the course of trade should be kept free from unreasonable obstruction.

§ 2. *Right to Free Course for Trade in General.*

Neither a grant of this right, nor a prohibition of the violation thereof, is found in the direct terms of a law; but proceedings for the violation of the right are recorded, and in these proceedings the grant of the right, and the prohibition of the violation thereof, are assumed to exist. The right to security for person and property is not granted affirmatively, but assaults and thefts are frequently subjects of recorded legal proceedings in which this right is assumed. The law has been described as *jubens honesta, prohibens*

* Since this Memorandum was written, a statute to this effect (31 & 32 Vict. c. 116) has been passed, and under the statute a Treasurer of the Operative Bricklayers' Society has been convicted (R. *v.* Blackburn, C.C.C. December 17, 1868). Now, therefore, unions have the aid of the criminal law against stealing.

CHAP. I. Common Law.

§ 2. *Right to Free Course for Trade in General.*

contraria: this may be true of written law, but in unwritten law the *jussum* is to be found in suits for violating the *prohibitum.*

Many examples might be given of other rights to a free course in other matters which are known to the law not by express grant, but by enforcement of prohibition against violation thereof. The common law rights to a free course for passage on highways, or for light to the eyes, or for air to the lungs, or for the flow of the stream of water to the land of riparian proprietors, are not created by express grant, nor are they more capable of being perceived by any direct sense than the right to a free course for trade, there being no property either in any particle of light, or in air, or in running water, or in any passage on ways; but the existence of each of these rights is made known by actions or indictments for the infringement thereof. It may be worth adding, that the right to a free course for air or water is a right to quality as well as quantity. If either air or water is fouled in an unreasonable degree, action lies for a wrong in the class of nuisances; and the degree which is unreasonable is constantly shifting according as density of neighbourhood increases. These are examples of the application of the law relating to other nuisances, besides those relating to the free course for trade, in respect of air or water, light or passage, above referred to.

The right to a free course for trade is of great importance to commerce and productive industry, and has been carefully maintained by those who have administered the common law during the time to which our records extend. The judgment of Parker, C.J., in Mitchell *v.* Reynolds (1 P. Williams, 181), is an authority showing the principle, and a limitation of it. The question was, whether a contract operating as a partial restraint of the trade of the vendor of the goodwill of certain premises was valid; and the answer was in the affirmative, provided the restraint was not unreasonable with regard to the public interest, and not greater than was required for the interest of the purchaser (the party restraining), and provided also that the party restrained (the vendor) received value for that which he gave up. In that judgment previous cases showing restraint of trade to be illegal are examined, and the reasons for establishing the exceptive limitation are shown to be founded on the interests of truth and expediency. The report of this case in *Smith's Leading Cases* (vol. i., p. 356, 6th ed.) collects the principles of numerous decisions following Mitchell *v.* Reynolds, and defining more exactly the exceptive limitation.

The laws relating to fairs, markets, and staples; the prohibitions against forestalling, engrossing, regrating, monopolies, and all similar contrivances for affecting prices otherwise than by competition, have their origin in a purpose of keeping the course of trade free from obstruction, and enabling buyers and sellers to deal on the terms which free competition determines. These rules were made for the purpose of securing supply in times when stores were small, and transit difficult, and famine near if supply was delayed. Now, their utility, and therewith their operation, has nearly ceased under altered circumstances from the advance of civilization, it being found that supply is best secured by leaving mercantile speculation free. Accordingly, as I was informed, it was held about the year 1812, in R. *v.* Cleasby (but of this case I can find no report), that contracts for large purchases of oil for the purpose of selling again by wholesale were no evidence of an offence at common law in the then state of society; and the judge so held notwithstanding the case of R. *v.* Waddington, quoted below. The Legislature, by the 12 Geo. III. c. 71, repealed the statutes declaratory of the common law against engrossing; and the 7 & 8 Vict. c. 24. s. 1 enacts that no suit, civil or criminal, shall lie for engrossing. At the same time, by s. 4, the common law protection of the free course for trade against obstruction by means of falsehood is expressly continued. (See *Russell on Crimes*, by Greaves, b. ii., c. 19, vol. i., p. 252, 4th ed.)

A free course for trade has been carefully maintained from the earliest times. Lord Coke has collected some early authorities in his *Third Institute*, c. 89, on Forestalling. He goes back to the time of Ethelstan, and refers to laws in the time of that king, and also to laws in the time of the Conqueror, making provision for buying and selling in open market, by forbidding traffic above a certain value outside of a town unless with a witness. The clause in Magna Charta securing to each person his liberties is construed by him to include the right to a free course for trade possessed by the subjects of England (*Second Institute*, p. 47). There is also a conviction reported by him in the 43rd Assize of Edward III., for affecting the market price of an article by spreading a false report.

To the authority of Lord Coke I would add a reference to the reports of some cases; and among them to Davenant *v.* Hurdis, in the time of Elizabeth (Moore, 576), deciding that a byelaw of the Merchant Taylors' Company, restricting the dressing of cloths to the freemen of the company, was void for monopoly; and to the city of London's case (8 Co. 121 *b*), deciding that a charter from the King, granting that none but those free of the city should trade therein, was void for the same reason; also to the case of Monopolies (11 Co. 87*a*), where Lord Coke refers to a very ancient law, "You shall not take

in pledge the nether and upper millstone *quia animam suam apposuit tibi*" (Deut. xxiv. 6), and says that by this it appears that every man's trade maintains his life, and that therefore he ought not to be deprived nor dispossessed of it any more than of his life; I would also refer to R. *v.* Waddington (1 East, 143), in the time of George III., where the defendant was convicted and punished for engrossing hops—that is, buying them wholesale with intent to sell them again wholesale. The arguments that were used by counsel and adopted by the court in these cases, in support of the right to a free course for trade, show that the governing intention of those who administered the law was to promote the good of the community according to the light of their time, without partiality for any class, unless more scrupulous care for the protection of the less rich against the more rich class can be considered partiality. The intention of the judges in Waddington's case was in this sense entirely beneficent, although the prohibition there enforced against buying wholesale with intent to sell again wholesale has been since found under altered circumstances to have an opposite tendency.

§ 2. *Right to Free Course for Trade in General.*

III. *Right to Free Course for Trade in Labour.*—Under the general principle, operating upon all trade, which has been considered above, the law relating to freedom in disposing of either labour or capital, or both, is included. *Every person has a right under the law, as between him and his fellow subjects, to full freedom in disposing of his own labour or his own capital according to his own will. It follows that every other person is subject to the correlative duty arising therefrom, and is prohibited from any obstruction to the fullest exercise of this right which can be made compatible with the exercise of similar rights by others.* Every act causing an obstruction to another in the exercise of the right comprised within this description—done, not in the exercise of the actor's own right, but for the purpose of obstruction—would, if damage should be caused thereby to the party obstructed, be a violation of this prohibition; and the violation of this prohibition by a single person is a wrong, to be remedied either by action or by indictment, as the case may be. It is equally a wrong whether it be done by one or by many—subject to this observation, that a combination of many to do a wrong, in a matter where the public has an interest, is a substantive offence of conspiracy. It is equally a wrong, whether the obstruction be by means of an act unlawful in itself, on the part of the party obstructing, or by means of an act not otherwise unlawful.

§ 3. *Right to Free Course for Trade in Labour.*

Whether an act which does obstruct is unlawful seems to me to depend, under some circumstances, on the purpose of the actor: an example will help to explain my meaning. In R. *v.* Rowlands (5 Cox C. C. 436)* some of the defendants gave refreshment, or money, or advice to workmen going to the factory of Messrs. Perry, and thereby induced them to go away. The gift in each case might be for a purpose of beneficence towards the receiver, and might be lawful. But if it appeared that the refreshment produced incapacity, and the money paid the railway fare of a stupefied man to an unknown place of concealment, and the persuasion deluded him into a railway carriage to be carried to that place, where he was to be abandoned, and if it further appeared that their absence brought ruin on Messrs. Perry, the justification on the ground of beneficent intention would be rebutted, and an act of obstruction done for the purpose of causing unjustified damage would remain proved, and would, in my opinion, be an act of unlawful obstruction which would render the parties to it liable to action or to indictment, as the case might be.

These propositions assume that a person has a right to do as he chooses with his own, whether labour or capital, within the limits set by law; that a right involves a prohibition against the infringement thereof; and that a prohibition involves a remedy for the violation thereof. If these propositions are sound, they may serve the purpose of giving a general notion of the direction of the law, and may be useful in suggesting the limits to which relaxation of restraint of trade ought to be carried. For effecting this purpose very wide propositions are pertinent. At the same time I am aware that such propositions assist but slightly in deciding specific cases of nuisance by obstruction, each of which involves for the most part many questions, of which I subjoin a few examples.

Rules relating to Nuisance.

In the first place, it is a general rule relating to all nuisances, whether by obstruction or otherwise, that unlawfulness begins at a certain degree of annoyance, and that this degree is to be measured not by an exact standard, but on a supposed estimate of what is reasonable by men assumed to be prudent. In these words the defective nomenclature for legal ideas is exemplified, seeing that the terms "nuisance," "obstruction," "annoyance," may or may not denote unlawfulness. Secondly, the lawful exercise of a right is not a wrong. Where there are conflicting interests, the limits for the exercise of the rights relating to such interests vary as circumstances vary, and the adjustment of the line where lawfulness ends and excess begins is not easy, because it is perpetually shifting.

* See Appendix A., p. lxxxvii.

CHAP. I. Common Law.

§ 3. *Right to Free Course for Trade in Labour.*

Each competitor in trade may hinder another, but the hindrance may not amount to unlawful obstruction. The process of adjustment of the line of lawfulness between rights which appear to conflict—the line where the exercise of a right is brought by excess to the confine of a wrong—is of continually increasing importance as a civilized population increases in density. The principle which guides in doing it cannot be conveniently explained here, but the subject is approached in the section (s. 6, p. ,) relating to the power of growth in the common law. Thirdly, the rights in respect of demand and supply of labour are in a sense reciprocal—that is, obstruction of supply must be an obstruction in the way of the demand, which would have been supplied but for the obstruction, and was not. Still there may be direct obstruction to the party supplying labour which may or may not be an obstruction to the party demanding it, according to the possibility of obtaining a supply elsewhere. Fourthly, the means of obstruction may be acts unlawful in themselves, but the intrinsic unlawfulness is irrelevant to their unlawfulness from obstructing the free course of trade. This proposition involves considerations of much complexity. I have above attempted to give one example of my meaning, and I will only add a caution lest zeal for freedom to honest industry should result in giving facility to artful malignity. Fifthly, the obstruction may be caused by the use of words operating to alienate workmen or employers from each other. The use of such words for the purpose of obstructing trade may be either lawful or unlawful, upon the principles in accordance with which defamation injurious to character may be justifiable or not. Such defamation may be justified either for the protection of a lawful interest belonging to the defamer, or for the performance of a moral duty by him, provided always that the defamation be uttered without malice—that is, without a corrupt motive.

The application of these principles has caused endless discussion, but enough has been said in this place to exemplify the considerations involved in a legal proceeding for an alleged nuisance by obstruction of freedom to trade.

Objections answered. (Section V. p. lxxvi.)

Objection has been made that the principles above laid down are not correct, being inconsistent with the restraints on barristers, physicians, and the like, and also with the restraints on employers and others under the Factory Acts. An answer to this is attempted in the section on this subject.

Competition.

As to competition. It was said above that the question of unlawfulness arises when the transactions of the union are supposed to operate in restraint of trade; and when the action of the union is directed to the purpose either of raising wages in the case of working men, or of lowering wages in the case of employers, by any restraint upon freedom of competition, the question of unlawful restraint of trade has arisen. To this question the presumption is that the answer should be in the affirmative; but the answer cannot be certain unless the facts are specified, for this presumption may be rebutted by the circumstances, as is above suggested in reference to other alleged nuisances from obstruction.

Wages are said to rise and fall by the action of competition between labour and capital, and this may be true in ultimate results. But the competition to which the law for securing a free course for trade relates, is the competition between working men themselves where the supply of labour exceeds the demand, and between employers where the demand for labour of a given kind in a given locality exceeds the supply.

It seems inaccurate to describe the competition to be between the capitalist and the labourer; because the capitalist, in a stricter sense, is occupied in lending value at interest proportionate to risk, and is indifferent about wages and profits, production and prices. In a wider sense many of the employed are owners of some capital in the shape of tools and other equipment. Many of the employers are borrowers only, and poorer than the employed; and the notion that employers are rich and powerful, and oppressive because they are employers, is unfounded.

Furthermore, it seems inaccurate to contradistinguish labourers or working men from capitalists or employers as if they were separate classes, for both classes labour, and the labour of the brain for the employing class may be immeasurably more severe than the labour of the muscles of motion for the working class. All must labour by themselves or others, capital being past labour accumulated. The accumulated stores of the mental labour of past ages exceeds in value all money. These stores must be used by the employer in the degree required by his business; but muscular action may be supplied with very slight recourse to accumulated knowledge in many departments of labour. There is no hardship in labour, unless excessive; it is the condition for the existence of happiness universally, and in moderation is a grand boon.

It is also true, in one sense, that all employed are employers, and all employers are employed, according to the relation of the person in respect of whom the term is applied to some other person with whom he is compared.

I do not advert further to competition between classes, because the law is concerned directly with the rights of individuals, and only indirectly with the interests of classes, and because the free course for trade secured by law is a free course for each individual to dispose of his labour or his capital according to his own choice. Moreover, the attempt to restrain trade in the relation between employers and employed begins for the most part with attempts in the way of combination, whereby the individuals of one class, either employers or labourers, attempt to restrain others of the same class from direct competition with themselves. Up to a certain point the attempt may be lawful. The question is thus raised, What is the point at which the attempt begins to be unlawful? And the answer, I submit, should be—When unlawful coercion is attempted to be put upon the will of any individual in disposing of his labour or his capital.

It is not easy to give a definition which shall include every kind of "unlawful coercion;" but it seems clear that the causing of damage to the person or the property or the estimation of the party to be coerced, either by unlawful action, or by falsehood (including all deception), or by causing the fear of such damage from unlawful action or falsehood, or by obstructing the party who is to be coerced in the exercise of any right connected with trade by unlawful action or by falsehood—for the purpose of swaying or defeating his will in disposing of his labour or his capital—would be instances of unlawful coercion, and so of unlawful restraint of trade.

I submit that there may also be unlawful obstruction to the free course of trade without any such unlawful coercion as is above described. Restraint of the free course for trade in labour by acts of molestation or obstruction, w ich are not otherwise unlawful, but which operate as a hindrance to the exercise of a trade, and which are done for the purpose of such hindrance without justification, seems to me, as above stated, to be an actionable wrong. The Act 6 Geo. IV. c. 129. is, in my opinion, declaratory of the common law as to the offence, and operative only to make a summary remedy. The statute declares acts of molestation or obstruction, as well as acts of violence, intimidation, and threats, to be an offence: but of this more when we come to the statutes.

Furthermore, I think that there may also be unlawful restraint of trade without coercion by unlawful means, and without such obstruction or molestation as is last above mentioned

I assume that the employer and the employed have each a right to a free course for free trade in labour, as above described. The supply of labour to the employer is stopped if the working man chooses to stop; and assuming for the present that his act is lawful whenever he freely chooses so to do, still a party who induces him so to do may, in so doing (as it seems to me) infringe the right of the employer to a free course for the supply of labour. I take the case of money paid to the working man to induce him to stop, in which the motive for so paying is malice towards the employer—that is, some corrupt or spiteful motive. I put aside money so paid from a motive of supposed interest, as in the case of some strikes, and assume it to be paid for the sole purpose of ruining the employer or destroying his manufacture. A question is thus raised, Does the law allow it? I think not. A stop in the supply of labour is obviously a damage in every trade; the causing of the stop is a restraint of trade; and all restraint of trade is, as above stated, presumed to be unlawful until the contrary be shown. Such a stop may be lawful, as for instance, where the money is paid by a competitor offering higher wages to obtain workmen; but in the case supposed the money is paid "not to work" for a particular party, for the sole purpose of causing damage to that party whose supply is thus stopped. If the party paying for such a stop attempts to rebut the presumption of unlawfulness by alleging an honest purpose, the question of motive is the issue; and if the motive is found to be malicious, it seems to me to accord with principle that he should be found guilty of a wrong and made liable to damages. If two or more combined for the purpose of so causing damage, the combination would, I believe, be a crime. Other cases may be put of a wrong inflicted by paying money for the purpose of buying absence in order to cause damage to a third party. If a person would be a material witness in an approaching trial, would it not be a wrongful obstruction to the course of justice for the adverse party to pay him to conceal himself so that he could not be summoned to attend, although no duty to attend would be created before service of a summons? And so, before the statutes against corrupt practices at elections, would not an action have lain for paying a voter to be out of the way at polling time?

What has been said of gifts of money for the purpose of stopping supply of labour is true, *mutatis mutandis*, of persuasion for the same purpose.

The law relating to comments on the conduct of men in public capacities affords an analogy. Such comments, however defamatory, are justified, if the motive of the writer be not corrupt; but if a private enemy of such a man were to hire a defaming writer to

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write him down, and such a hiring was in proof, the motive would be corrupt, and the justification would fail, and any of the parties to such defamation would be liable in an action for damages. So he who attempts to justify a stop in the supply of labour to another, by persuading workmen to leave him for the sole purpose of gratifying his spite against the employer, ought to be made liable—and, I believe, is liable at common law—for the damage caused by such persuasion.

This is enough to indicate my opinion as to the effect of the common law prohibition against restraint upon trade in labour either by unlawful coercion or, in some instances, by other means.

Combination.

As to combination, each person has a right to choose whether he will labour or not, and also to choose the terms on which he will consent to labour, if labour be his choice. The power of choice in respect of labour and terms, which one person may exercise and declare singly, many after consultation may exercise jointly, and they may make a simultaneous declaration of their choice, and may lawfully act thereon for the immediate purpose of obtaining the required terms; but they cannot create any mutual obligation having the legal effect of binding each other not to work or not to employ unless upon terms allowed by the combination. Any arrangement for that purpose, whatever may be its purport or form, does not bind as an agreement, but is illegal, though not unlawful, on account of restraint of trade, and therefore void. Every party to it, who chooses to put an end to it, is thenceforward as free to claim his own terms for his own labour, as if such arrangement had never been made; and any attempt to enforce, by unlawful coercion, performance of any such supposed agreement, against a party who chooses to break from it and labour or contract for labour upon different terms, is an attempt to obstruct him in the lawful exercise of his right to freedom to trade; and is thus a private wrong. It is also a violation of a duty towards the public—that is to say, of the duty to abstain from obstructing the exercise of the right to the free course of trade. A person can neither alienate for a time his freedom to dispose of his own labour or his own capital according to his own will (*see* Hilton *v.* Eckersley, 6 Ell. & Bl. 47), nor alienate such freedom generally and make himself a slave (*see* the argument of Hargrave in the Negro Somerset's case, 20 State Trials, 23); it follows that he cannot transfer it to the governing body of a union.

The reported cases exemplifying the application of these principles of common law are not numerous, because for some centuries statutes were passed with the intent of regulating the rate of wages, and the mode of conducting business, by the interference of the magistrate. But the law of this subject was much debated in Hilton *v.* Eckersley in the Queen's Bench and in the Exchequer Chamber; and the inalienability of the right to freedom in disposing of labour or capital according to the will of the individual owner was there affirmed. In that case several employers had mutually bound themselves under a penalty to carry on their respective concerns according to the will of the majority. The bond was held void for restraint of trade; and the opinion of Erle, J., to the effect that capitalists had the same rights in respect of capital as working men had in respect of labour, and that working men had *a right* to make any agreement for transferring to others the disposal of their labour which they chose (meaning an agreement of binding force) for the purpose of raising wages, was held to be wrong. It follows that expressions to the same effect supposed to have been used by him in R. *v.* Rowlands and R. *v.* Duffield (5 Cox C.C. 436 and 404) were also incorrect. These expressions seem to have been founded on a misconstruction of the 6 Geo. IV. c. 129. s. 4; whereas, although by that section it was enacted that combinations and agreements for raising or lowering wages should be exempted from criminal responsibility, yet they were not made lawful.* The cases of R. *v.* Rowlands and R. *v.* Duffield are noticed in the Appendix.

Hilton v. *Eckersley.*

R. v. *Rowlands, and R.* v. *Duffield.* (*Appendix A, p.* lxxxvii.

These are the general principles in accordance with which unreasonable restraint of trade in disposing of labour or capital is prohibited, and freedom in disposing thereof is maintained. The practical application of these principles lies in indictment for violation of duty towards the public, and in action for violation of a private right, according to the circumstances of the case in which a remedy for a wrong is sought.

I do not attempt to follow the application of these principles to supposed cases any farther, on account of the difficulty of comprising all the relevant facts in the supposition. Men having the qualities requisite for dealing with legal principles—that is, who are qualified to assist either in administering the law as attorneys, advocates, or judges, or in

* A judgment for the plaintiff in Hilton *v.* Eckersley might probably have been supported on the ground that the circumstances of society which gave occasion for some of the rules of the common law and many of the statutes against combinations of working men were changed, the common law being in a state of perpetual growth; *cessante ratione, cessat lex.* The law is as the judges declare it to be.

amending the law as legislative advisers—would, I expect, have power to apply them. The requisite qualities are—

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Firstly, a general knowledge of the body of the law in its organic entirety, by which the relation of each part to the living body is perceived, in analogy with which the relation of a living branch to its parent tree is understood. For example, if action lies, there must have been a right and a violation of it—that is, a wrong; if indictment lies, there must have been a duty towards the public and a breach thereof.

Secondly, a capacity for extracting principles from adjudications, and raising them by abstraction to a wide extension, and afterwards perceiving their effect pervading subordinate principles.

And, thirdly, sagacity in taking from the multitude of facts which must be always co-existing at the time and place when and where a complainant alleges he was wronged, the facts relevant to show the right and the violation thereof; and also the facts relevant to show the limitation of the supposed right within the degree which prudent men consider reasonable; and after this process rejecting the rest as immaterial.

To the consideration of men who possess these qualifications this statement of principles is offered, for the purpose not of specific adjudication but of future legislation.

The interests of men of industry are deeply involved in the existence of these principles, and their interest is protected by the law equally with other interests. Their opinions of their interest are important as evidence of the existence of such interests; but let me add that the opinion of such men, if unused to legal reasoning, upon the soundness of any principle of law is not of the same importance. There are unnumbered persons in every rank of life enjoying the benefits resulting from innumerable principles of law which they understand imperfectly, and to which they could not give expression.

§ 4. *Proceedings for Violation of the Right to Freedom in Trade.*

(*a*) *Action for civil wrongs.*

(*b*) *Indictment for criminal wrongs other than conspiracy.*

IV. *Proceedings for Violation of the Right to Freedom for the Course of Trade.*—The remedies under the common law, for obstruction to the free course of trade, are either by action for private wrongs or by prosecution for criminal offences. I do not find any reported cases showing that resort has been had to proceedings for the civil injury which would throw light on the present inquiry; and as to criminal offences, since the crime is almost always committed by a combination, the remedy by indictment for conspiracy has been most usual, as in practice it has been found most convenient.

Still, if there be any such private right to freedom for the course of trade as is above described, it follows that an action lies for a violation of that right; and if there be a duty towards the public to keep the course of trade free from obstruction, indictment would lie for breach of that duty. It is clear that action lies for causing loss of service by enticing away servants from their hiring; and by analogy there should be a remedy for preventing hiring by obstructing for a malicious purpose the free course for the supply of labour. If the same reasoning be correct, an indictment might be sustained against a single person in some cases for obstructing the free course of trade. But the law of conspiracy applied to restraint of trade is the more usual remedy, and is therefore of more practical importance. And before entering on it, it may be worth while to notice briefly a distinction between a civil injury and a criminal wrong.

Distinction between civil and criminal wrongs.

A civil injury is for the most part complete when the external act has been done which violates a right and causes damage, and it is not necessary to inquire into the intention with which that act was done, unless want of malice should be admissible as a defence, in which case the malicious intent may become material in reply. But a crime cannot be completed by muscular action alone: there must always be in addition a criminal intention, in respect either of commission or omission, and the criminal intention is an essential element of criminality, the external act being material for the purpose of evidencing the criminal intention, as well as to bring the matter within the scope of human law, which does not pass upon bare intention without an illegal act, or an attempt to commit such act, or a conspiracy. Every act that can be adduced as the sign of a criminal intention is consistent with many intentions, some criminal, some not; so that the inquiry in a criminal case, after identifying the actor and the act, is always a question of intention. For example, where a chattel has been moved, it may be with intent to exercise a right, or with intent to steal; so also, where a latch is lifted, it may be by a friend coming to visit, or by a felon coming to steal; so also, where an incision has been made, it may be with intent to cure by a surgeon, or with intent to kill by a murderer: the criminality of the act depends on the intention with which it was accompanied. The external act of supposed criminality in some crimes may consist of words only, and in that case the evidence of the words is evidence of the intention; words, where they have a clear meaning, being as directly indicative of intention as actions. High treason has been at times proved by proof of words passing in a consultation of conspirators against the king.

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So, also, charges of conspiracy as a misdemeanor, with intention either to restrain trade or to do other wrong, may be proved by words only of mutual agreement, if they clearly show the criminal intention.

Conspiracy in general.

With respect to the crimes classed under the term "conspiracy," the external act of the crime is concert, by which mutual consent to a common purpose is exchanged. The test of the criminality of the concert lies in the intent or purpose of the concert.

All crimes are wrongs, either against persons or the public; and it is undisputed law that a combination for the purpose of committing a crime is a crime. All rights are created by law, and violations of rights are wrongs, and some wrongs are crimes; but the quality of guilt which makes a wrong to be a crime is known only by practice, and has not been defined in apt words. The public, correctly speaking, has no capacity for a right, not being a person; but there are duties towards the public of great importance, and it is convenient to speak of the public having rights correlating with those duties. Adopting this form of speaking, it may be said that wrongs become crimes by reference to the importance of the public right violated thereby; but whatever be the essence of crime, it is certain that a combination to commit a crime is a crime.

De Berenger's case.

There seems also to be authority for saying that a combination to violate a private right, in which the public has a sufficient interest, is a crime, such a violation being an actionable wrong. De Berenger's case (3 M. & S. 67), if I understand it aright, is an example. He combined with others to spread at the Stock Exchange a false report of the death of Buonaparte, for the purpose of raising the price of stocks and selling at the rise. In my opinion, he violated by the use of falsehood the private right of the purchasers in the market to buy at the price settled by competition; and the court decided that the public has an interest in the security of the public funds sufficient to make such a combination to effect a private wrong a crime. The limitation excluding from this category of crimes the class of injuries in which the public has not a sufficient interest appears from the case of R. *v.* Turner (13 East, 228), deciding that a combination for the purpose of taking hares unlawfully is not indictable for that reason; and this limitation is sanctioned by Lord Campbell in Hilton *v.* Eckersley (6 Ell. & Bl. 47), by his saying "that the decision was "wrong in respect of fact, for it appeared in the statement of the facts that the "defendants were armed to resist the owner of the hares, and that it was therefore "a combination for the purpose of a breach of the peace, and for that reason a crime.' This correction of the judgment in respect of fact is an implied assent to its correctness in point of law if the facts had been as they were assumed to be. A combination for wrong gives facilities to wrongdoers, as above stated, so that a combination to trespass may with reason be held to be a crime, although the trespasser, if single, would be liable to action only and not to indictment.

R. v. Turner.

There are other cases of conspiracy not so specially defined.

The guilt of conspiracy may arise from simultaneity of action which an individual could not incur by himself, as a combination of a crowd for the purpose of so using a highway as either to do harm to other passengers or to endanger the Queen's peace.

There are also public interests of great importance in respect of which some combinations for the purpose of violating the public rights therein are crimes, although such violations by an individual alone may not be always indictable. Justice, morality, polity, and trade are examples of such public interests.

R. v. Mawbey.

Combinations to pervert justice by deception are criminal; and the statute of Edward I. against conspiracies to maintain false pleas is declaratory of the common law on that subject. R. *v.* Mawbey (6 T. R. 619) is an example of this crime, where the defendants (two justices) combined for the purpose of deceiving the quarter sessions by a false certificate of road repair.

As to morality, the law coincides therewith, although it does not vindicate every breach thereof; and there is a class of cases where the interference of the law is supported on the ground of morality. In this class are the combinations for deluding women into unchastity, either by aggravated seduction (see R. *v.* Lord Grey, 9 State Trials, 127), or by deceptive forms of marriage (see the cases collected in *Russell on Crimes*, by Greaves b. v. c. 2, vol. iii. pp. 130 et seq., 4th ed.). In this class also is included the case of R. *v.* Delaval and others (3 Burr. 1435), where the defendant Delaval combined with the master of a girl apprenticed to learn singing to take an assignment of her apprenticeship for the purpose of teaching and seducing her, and they were convicted of conspiracy. The ground of the decision is not given, as no objection was made. But it cannot be disputed that such conduct was a breach of the duty created by an ordinary deed of apprenticeship towards the apprentice and her parents, and so a personal wrong and a civil injury. It was also a violation of the public interest in the

chastity of the women who are inclined to be chaste, to make the rights conferred by law on masters subserve the purpose of doing this wrong to an apprentice.

The combinations for seditious purposes are violations of the public interest in maintaining the polity established by law. Of these cases no explanation is required.

§ 4. Proceedings for Violation of the Right to Freedom in Trade.

I come now to conspiracies connected with trade.

Conspiracies connected with Trade.

Some of the laws which affect the distribution of commodities, and make provision in order that supply and demand may meet and deal upon the terms obtained by free competition, have been above referred to.

The laws affecting the production of commodities make similar provision, *mutatis mutandis*, in order that all the parties concerned in the processes required for the production of a saleable product may deal as to labour upon the terms obtained by free competition. Such obstruction as is above described to free competition in disposing of labour or capital is an unlawful restraint of trade, and a combination so to restrain trade by preventing free competition is the crime of conspiracy, being a violation of a private right in which the public has an interest, and also a violation of a duty towards the public.

It seems essential that the terms obtained by free competition should prevail consistently throughout all the processes involved in production, seeing that it is commercially useless if it will not fetch a remunerative price after paying the cost of production, the amount of which cost depends on the terms obtained by competition.

The employer has to go through many processes of cost and risk: he has to deal with the landlord for premises, with the capitalist for money and fixed capital, and with artisans for work. The employed has to take the wages for which he consents to work without the same risk or cost. In all these processes the law provides for the action of free competition, making a combination in restraint of trade by so obstructing free competition, as is above described, the crime of conspiracy.

In relation to production the combinations of the employed to obstruct free competition amongst the working class for wages are more frequent than combinations of employers to obstruct free competition amongst themselves. The interest of the employed in a uniform rate of wages is more common to the class in general than the interest of the employers in any attempt to make a uniform scale of prices or profits. Moreover, the employed are a more numerous class, and by reason of closer companionship in factories and the like, and more constant interchange of mind there, have more facilities for acting in concert. These considerations may account for more frequent proceedings against working men than against employers, without imputing partiality in the administration of the law.

(c) Indictment for conspiracy.

The tendency to combine for the purpose of raising or lowering wages appears, from the manifold statutes passed for the purpose of adjusting a current rate of wages on some basis other than free competition. These statutes have long since been repealed. While they were in force they tended to prevent a resort to the common law remedy for conspiracy, and the records of proceedings under the common law against conspirators for the purpose of restraining freedom for labour are not numerous; but still there are authorities sufficient to show what the law is in this matter.

In the collections of precedents for indictments for conspiracy to raise wages, in violation of the statutes fixing a maximum, which are given in Wentworth and Chitty, there are counts for combining not to work for less than the required wages, founded on the common law prohibition against restraint of trade; but the most important authority is Hilton *v.* Eckersley (6 Ell. & Bl. 47) before mentioned. There an agreement by employers to carry on business as the majority should direct was decided to be in restraint of trade at common law, and illegal and void, though exempt from prosecution under 6 George IV. c. 129, as mentioned above. The case is cited here for the sake of the judgment of Crompton, J., who held that such an agreement would be "indictable at common law, as tending directly to impede and interfere with the free "course of trade and manufacture," and to take away "the freedom of action of an "individual to carry on his trade . . . . . according as it may be for his interest or that of "the public." He dwelt also on the mischief that would follow if parties should give up the right of judging for themselves, and place themselves under the dictation either of a majority or of a committee of delegates. Crompton, J. was remarkable for learning, depth, and acuteness, and was painfully conscientious about speaking accurately when he spoke judicially. I believe also that he never recognized the notion that the common law adapts itself by a perpetual process of growth to the perpetual roll of the tide of circumstances as society advances. His judgment in this case is direct to the point that

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an agreement for any coercion whatever, restraining the free will of each party by the will of the whole, is an illegal restraint of trade and indictable at common law. Other judges held the bond to be illegal, but reserved their opinion on the point of criminality. Erle, J. held it to be legal; and his opinion was adjudged to be wrong, as above mentioned.

Walsby v. *Anley.*

Walsby *v.* Anley (30 L. J. M. C. 121) is also a decision bearing on this point. Walsby combined with other workmen to leave the employ of Anley simultaneously, unless he discharged certain workmen who were working under a declaration which they objected to. They thus conspired to coerce his will in the exercise of his right to a free course of trade in respect of hiring and discharging. Crompton and Hill, J.J. held that this was a conspiracy indictable at common law. The question was raised by an appeal against a conviction for endeavouring by threats to force the employer to limit the number of his workmen, under 6 Geo. IV. c. 129. s. 3. The words of alleged threat were: "Unless the men who are working under the declaration be discharged, we cease to work immediately." The objection to the conviction was, that this was no threat, because each had a right to leave singly, and it was contended that it followed that all had a right to leave simultaneously. The objection was overruled by all the judges, but on different grounds; by the Chief Justice on the ground that a notice of an intended simultaneous stop of work, with the prohibited intent, was a criminal threat within the statute. But I cite the case here for the sake of the judgments of Crompton and Hill, J.J., who held that the threat must be of an illegal act, and that a combination for a simultaneous stop of work for the purpose of annoying the master was an obstruction to the free course of trade, and a crime; and Crompton, J. refers to his judgment in Hilton *v.* Eckersley, and affirms its correctness, notwithstanding the objections thereto by Mr. Longe in his pamphlet on the *Law of Strikes.** It should be noted that the simultaneity of the leaving makes the damage, and that the act of one cannot cause that damage.

R. v. *Mawbey.*

The dictum of Grose, J. in R. *v.* Mawbey (6 T. R. 636), relating to the criminality of combinations to raise wages, was relevant only for the purpose of establishing that the guilt of conspiracy is complete by the agreement. The case had no connexion with wages, as explained above.

R. v. *Journeymen Tailors of Cambridge.*

In R. *v.* Journeymen Tailors of Cambridge (8 Mod. 10) the conspiracy was to refuse to work at a less sum per day than was demanded, being at a higher rate than the maximum of wages fixed under the statute 5 Eliz. c. 4.

The dicta in the last two cases, that acts lawful for one may become indictable if more than one combine to commit them, were not pertinent to the adjudication then being made. The judges do not refer to examples, and although the proposition may be true of cases where simultaneity is the essence of the criminality of the act, I cannot discover any other cases in which it would be true.

From the authorities referred to it appears that the crime of conspiracy consists of two elements—namely, an intention, and an agreement by two or more to execute it; that an intention to use such coercion as is above described to be unlawful, against any person in the exercise of his right to freedom to trade is sufficient as to one element of conspiracy; and that the making of the agreement to execute the intention completes the offence. The mere intention, without some act equivalent to an attempt to execute it, is not sufficient, but the outward act by which mutual consent to an agreement is interchanged is sufficient to complete the offence. If this reasoning is correct, the common law in force since the statute of 6 George IV. secures to every person freedom to follow his own will as to working and employment, and also as to combining with others in respect of wages and hours, and for all other lawful purposes; but he has no right to use unlawful means, either by himself or in combination with others, in order to coerce the will of another party to prevent him from working or employing as he may choose; and probably he has no right to apply the power of a combination for the purpose either of malicious damage or of unjust extortion, although he uses no unlawful means except combining to obstruct the free course of trade, in order to effect such purpose.

§ 5. *Statutable and Professional Restraints of Freedom to Labour.*

V. *Statutable and Professional Restraints of Freedom to Labour.*—Two objections have been offered to the correctness of the principle that every employer and every working man has a right, as between him and his fellow subjects, to act according to his own will in disposing of his own capital or his own labour as far as is compatible with the rights of others: first, because the law has put several restraints upon this

* *An Inquiry into the Law of Strikes.* By F. D. Longe. Cambridge and London, 1860.

freedom; and secondly, because in the professions of a physician and an advocate usage has put some restraints on this freedom in regard to the amount of fees.

As to the first objection, one answer is contained in the words used in defining the principle, by which its application is limited to the right of one subject *as against another subject.*

§ 5. *Statutable and Professional Restraints of Freedom to Labour.*

All rights are created by law, and are regulated by law: the right to the freedom as above described, although protected from violation by other subjects, is still regulated under the law. The law restrains the working man of every rank from many kinds of work unless he has a legal qualification. He may not work in certain medical, legal, military, and nautical capacities, unless qualified according to law. These are examples of restraints imposed by law to save the public from damage by reason of want of skill. There are also restraints imposed by law to save the party restrained from damage by reason of his own ignorance or helplessness, such as restraints on women and children from excess of labour, under the Factory Acts, or restraints on working men in some deleterious trades from sacrifice of health. Restraints also from trade unless qualified by apprenticeship are restraints under the law. So the law restrains the capitalist from disposing of his capital for purposes which violate legality, morality, public policy, and the like. Restraints may also be imposed by law on parties incapable from infancy or mental disease of managing their own affairs, for their own sake.

(a) *Restraints by Law, as by Factory Acts.*

These restraints by law are distinct from restraints by the will of another subject. The fullest freedom under the law as between him and his fellow subjects is compatible with countless restraints imposed by law for the benefit of his fellow subjects individually, or of the public generally, or of himself. The right to this freedom for the capitalist and the working man is part of the right to property and personal security, and is subject to analogous restraints. It is analogous to the right to passage according to will on a highway: generally speaking, all have it; but an individual may be restrained by lawful imprisonment, and all may be restrained when the law authorizes a stop of passage. Some unions attempt to restrain the freedom of the members either without authority of law, as by agreements which are void, because contrary to public policy; or in violation of law, as where rules in restraint of trade are enforced by unlawful means. There is no analogy between these restraints and such restraints under the law as are above mentioned.

The second objection, founded on the usage relating to the fees for physicians and advocates, has been applied both for the purpose of impeaching the principle of freedom for the course of trade, and for the purpose of justifying the action of those unions which fix a minimum wage for an artisan; but whatever be the purpose for which the objection is used, it seems to be founded on a misconception, and to be irrelevant to the law relating to trade unions.

(b) *Professional fees.*

The action of unions, so far as it excludes non-unionists from work, and requires for unionists wages to a certain amount, is founded on a supposed monopoly of a given kind of work in a given district. All such work is assumed to be the property of the union: if all the workmen who can supply the work are in the union, the monopoly is secured; and the usual action has been to increase wages and decrease work until a maximum amount of wages has been extracted, from the employers, and an equal distribution of the minimum amount of work secured for each member.

This action has no analogy to the usage of the two professions above named. The exclusion of unqualified men from practice is not for the sake of giving a monopoly of practice to the qualified, as explained above. It is not in order to limit number, but to secure efficiency. Neither have the physicians or advocates any combined action for extracting from patients or suitors the maximum of money for the minimum of work, and distributing it equally among all the members of those two professions. It is clear that the usual amount of a professional fee is settled on a different principle from that which regulates the wages for service. In each of these two professions service was in law gratuitous, until "The Medical Act" (21 & 22 Vict. c. 90. s. 31) enabled physicians, if duly registered under the Act, to sue for their fees, unless forbidden so to do by a byelaw of their college;* and it is often so now in fact. It cannot be estimated at any market rate: the external act of service may be almost imperceptible, indeed it may lie in a word; and yet the value of it to the recipient may be immeasurably great. Probably bargaining in each case would be unpleasant to both parties, and a settlement by custom is preferred. Whatever may be the reason for the usage, enough has been said to show that it is founded on a principle diferent from that by which unions seek to regulate wages. I would only add a reference to Kennedy *v.* Broun et ux.

* See Gibbon v. Budd, 32 L. J. Exch. 182; 2 H. & C. 92.

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(32 L. J., N. S., C. P. 137), where the right of an advocate to sue for remuneration was negatived: the reason given for the adjudication accords with this explanation.

§ 5. *Statutable and Professional Restraints of Freedom to Labour.*

If it should appear to any that a party making a contract for his labour is coerced if the opposite party require him either to perform his contract, or to pay damages for the breach of it, it would not be superfluous to remark that freedom to dispose of labour consists in freedom to contract for disposing of it. Labour, unless gratuitous, can only be disposed of by hire, so that a contract for hire is an application of the principle, not an exception from it: restraint arises when the party is restrained from using his own will in making a contract for his own labour.

The same observation is true of any restraint supposed to be created by partnership. The restraint on property is created by an assignment of separate property to the partnership; and the restraint on service, if any, is created by the contract for agency involved in the contract of partnership.

§ 6. *The Roots and Growth of the Common Law.*

VI. *The Roots and Growth of the Common Law.*—There are some relations between man and man which do not change, such as birth; and the rules of law relating thereto do not change. There are other relations which are perpetually changing as society progresses, and the conflict of rights caused by this perpetual process of change is the subject of a perpetual process of adjustment, according to principles contained in the common law. The serfs and copyholders of the middle ages passed through many variations of rights, as well at common law as as by statute, before they became enfranchised electors.

Rights in respect of contracts, restraint of trade, combination, the relation between employer and employed, and some kinds of nuisances, afford examples of perpetual change. An attempt to adjust them by statute may succeed, if the authors and interpreters of the statute understand the principles of the common law, and in some degree incorporate them. Without that process the interpretation of the words of a statute merely by a dictionary leads often to unsatisfactory results. Even if the statute is well drawn, society soon progresses beyond it, and the need of the principles of the common law is constantly renewed.

I therefore offer a few words on the power of growth in the common law. I do so with misgiving, having no judicial authority for my opinion that I know of.

Every rule of the common law ought to be applied with some limitation of reasonableness in degree. The relations of ideas of number, measure, and weight, may be expressed in unlimited terms with absolute certainty; but it is not so with the relations of the actions of man upon man. Those relations cannot be defined till the laws of matter, and also the laws of mind, are within the limits of certain knowledge, and till social progress is stopped. Definite rules, therefore, may not be expected. In the meantime life multiplies, proximity increases, and each man would become a nuisance to his neighbour in respect (among manifold other matters) of air and water, labour and capital, production and distribution, if a perpetual process of adjustment was not in constant action. This adjustment is effected by the principles of the Common Law.

These principles originate practically from the people. Proximity leads to mutual help in a known course of business; a known course of business involves the recognition of some established principles. These principles may be acted on long before a complete language is framed. A course of business without a verbal law is equivalent to living law; a verbal law not in accordance with the course of business cannot be practically enforced.

In all assemblies of free men each man has authority in proportion as his mind is noble. The test of nature's nobility is industry. In agriculture, trade, and manufacture, the men of most influence are in effect seers, and the seers established the course of business which is considered by them the most expedient at the time; and in case of dispute the same seers are trusted as arbitrators to apply the principles involved in the course of business. The principles are applied at first in the concrete; gradually they grow into rules of wider application, and words grow appropriate for their expression; and the judiciary men and the legislative men adopt them. Throughout this process the rules practically originate from the people.* In a mass of free people the unsophisticated majority, according to experience, are certain to intend to side with the kind and true against the false and malicious: the compound of the kind and true being the just.

This process has in all mercantile countries been in constant action, as the law merchant is in its theory adjusted by the usage of merchants. The same process was in constant action in the Saxon county courts presided over by the sheriff. The *probi et legales*

* See Savigny's *Traité de Droit romain*, translated by Guenoux, lib. i. cap. 2, ss. 7 and 9, *Droit populaire.*

homines attending on the county court were men of practical business engaged in useful industry, and living in the neighbourhood. From them the jurymen were selected; and the jury so taken were judges both of the law and of the fact, the sheriff having power to keep order on the trial, but having no power to guide the decision. The law must therefore have been found by the jury in the traditions of the course of the business in which the contention arose, and in their own sense of right.

So far as rules of conduct for practical people are concerned, it matters not whether justice is supposed to have its source in inductive search after utility, or in an intuitive perception of right to be tested by utility, inasmuch as utility and right in this sense lead to a similar course of action. One man obeys conscience tested by utility; another takes utility alone for a guide.

But if the origin of the principles of the common law is to be traced beyond their practical existence, they seem to originate from conscience—that is, from the same power which has made the majority of all free men of all ages and languages to have a perception of that which they feel to be just, and which they admire for itself, and assume to be useful till the contrary be proved. And among such free men some are pre-eminently gifted with this perception of the just.

The jurists whose words are recorded in the civil law rely on their own sense of right where an opinion is adopted because "*æquum esse mihi videtur.*" The words of these men would not have been handed down if they had merely expressed their intuitions before their highest faculties had been trained by long and painful efforts both to understand the relations of man to man, and the words of wide extension expressive of those relations, and also to know how far those relations had been so adjusted by the men who had gone before as that their adjustment had been adopted into the usages of the people and grown into law; such adoption being the process by which living law grows.

So the jurists whose writings are authority for international law relied in solving a new question on their own intuition of right, giving as their reason, "*Quia æquum est.*"

So, also, in England, the Chancellors who originated equitable rules overruling law saw by their intuitive perception the iniquity of the law to be overruled, and introduced the remedy; and amongst the Judges at Common Law, Hale, Holt, and Mansfield may be taken as examples of men who by the exercise of the same intuitive perception became eminent. They were masters of the learning of their predecessors; their commissions ran then as now, "to do what to justice appertained, according to the laws and customs of England;" and although they maintained, in accordance with those laws and customs, some of the feudal principles established after the Conquest, which had survived to their time, yet when new relations in social progress raised new questions, and feudality had either expired or was irrelevant, they decided according to their own intuition of justice; and they have their eminence because their intuitions have accorded with those of the strong men in the generations that have succeeded. Mansfield takes rank as a benefactor of mankind; and the recommendation of Junius,* that he should be impeached for introducing notions of substantial justice to modify some supposed rules of common law which worked iniquity, is evidence of his title to that rank.

I have said so much of the common law in general, as well as of those principles thereof which are relevant to trade unions, because the power of the law lies in the respect of the people for it; and I believe that the common law will be regarded as a valuable inheritance by all who understand its principles, and can compare reasoning thereon with reasoning on the mere words of a statute.

There is a description of the sources of the common law by Parke, B., in Mirehouse *v.* Rennell (1 Cl. & Finn. 546), which is superior to any that I can write. Lord Coke, also, has given an account of the sources of the common law in Co. Litt. 11*b*. I pass these descriptions with the remark that they describe rather the places where the stream of the common law may be found flowing, than the place where the source rises or the root begins.

In concluding this chapter I would refer, for the purpose of removing an unjust estimation of law, to Hooker's words (*Eceles. Pol.* book i. ch. i.) on *Government*, as equally applicable to law: "He that goeth about to persuade a multitude, that they are "not so well governed as they ought to be, shall never want attentive and favourable "hearers, because they know the manifold defects whereunto every kind of regiment is "subject; but the secret lets and difficulties, which in public proceedings are innumerable

* See his letter to Lord Mansfield, No. 57.

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" and inevitable, they have not ordinarily the judgment to consider." And for the purpose of a just estimation of our Legislature since the Reform Act of 1832, the statutes specified in a book on the *Progress of the Working Class from* 1832 *to* 1867 (Part II., p. 26) should be considered. The legislation during that time has been described as wholesome, stimulant, and beneficent, and the description is justified by numerous statutes of enlightened wisdom and grand beneficent results, both to society in general and to the less rich part of it in particular; wherefrom an ever-rising tide of improvement has been continuously flowing abroad upon the whole body of the people, without a suspicion of partiality for any class.

CHAPTER II.

STATUTE LAW RELATING TO TRADE UNIONS.

CHAP. II. Statutes.

§ 1. *Statutes prior to 6 Geo. IV. c.* 129.

I. *Statutes prior to 6 George IV. c.* 129.—With respect to the statutes relating to trades unions, the 6 Geo. IV. c. 129, and the supplementary act 22 Vict. c. 34, are the statutes now in force.

The repealed legislation concerning trade and industry has been blamed for partiality. An examination of the grounds for blame would not now be worth the time, but I would suggest that persons are not justified in imputing it who have not examined the statutes by the light of the times in which they were passed, and are not sure that they could have proposed something more just and expedient if they had been then in Parliament. Much of this legislation was directed against combinations; it was supposed to contain more prohibitions than were required for the protection of person and property, and was all repealed either before or by the 5 Geo. IV. c. 95. The framers of this statute seem to have considered that the evils which pressed on the lower stratum of industry before the Acts for the reform of Parliament, of the Poor Laws, and of the Corn Laws, would be alleviated by allowing working men to combine for the obstruction of the free course of trade, assuming that the employers were richer, and oppressive because richer, and that the working men stood in no need of protection from each other; assuming also that working men could violate the law for truth with impunity, inasmuch as the statute authorized them to combine to induce other working men to break their contracts for service. The evils resulting in one year from this statute were sufficient to produce its repeal, and the substitution of the 6 Geo. IV. c. 129.

§ 2. *The Statute 6 Geo. IV. c.* 129.

II. *The Statute 6 George IV. c.* 129.—This statute, like all others, must be construed with reference to the state of the law existing at the time of the enactment, and to the matters recited in the preamble.

The principles of the common law existing at the time have been stated above.

The preamble recites that the provisions of 5 Geo. IV. c. 95. were for the protection of the free employment of capital and labour, and for the punishment of combinations interfering with such freedom by means of violence, threats, and intimidation, and that the provisions of that statute were not effectual. It then recites that such combinations were dangerous to the tranquillity of the country, and injurious to trade and commerce, and prejudicial to the interest of those concerned in them. It then recites the expediency of making further provision as well for the security and personal freedom of individual workmen in the disposal of their skill and labour as for the security of the property and persons of the masters and employers.

These recitals show that the Legislature recognized a right to a free course for trade as therein and as herein described, and intended to create further security for the enjoyment of that right without partiality for any class.

Furthermore, it may be noticed that although the 5 Geo. IV. c. 95 contained prohibitions against some combinations, and the attention of the Legislature was upon combinations in passing the 6 Geo. IV. c. 129, yet there is not only no prohibition therein against any kind of combination, but there are, on the contrary, two classes of combinations (those described in ss. 4 and 5) relating to wages, are thereby rendered exempt from all liability whatever to penal consequences, as well under the common as under the statute law: it follows that all combinations and unions which are still unlawful conspiracies are unlawful by the operation of the common law.

The 5 Geo. IV. c. 95 repealed so much of the common law as related to the criminality of the combinations exempted from punishment thereby; the 6 Geo. IV. c. 129 repealed the 5 Geo. IV. c. 95 entirely, and left the common law of conspiracy in force against all combinations in restraint of trade, the combinations exempted from penalty under ss. 4 and 5 alone excepted.

§ 2. *The Statute 6 Geo. IV. c. 129.*

It would be convenient to give here the text of the third, fourth, and fifth sections of the statute 6 Geo. IV. c. 129; but as the important section (the third) is long, and likely to confuse, I print these sections in an Appendix,* together with section 44 of 18 & 19 Vict., c. 63, and section 1 of 22 Vict. c. 34, which are hereafter referred to.

The operative words of the third section of the Act of 6 Geo. IV. have been arranged with skill in a work on the Law of Combination;† and from it I gratefully borrow the subjoined analysis, premising that the three classes of the offences created are indicated by Arabic numerals. Each offence consists of an action, together with an effect or purpose: the actions are indicated by letters of the alphabet, and the effects or purposes by Roman numerals.

(*a*) *The section of 6 Geo. IV. c. 129 containing prohibition.*

The offences prohibited by 6 Geo. IV. c. 129 are all founded upon restraint of trade; and so far this statute declares the common law, while at the same time it adds some summary remedies. In each of the three classes of offences the right to freedom in disposing of labour or capital according to the will of the individual is violated by some coercion, or attempt at coercion, of such will. In the first class the coercion is applied to the working man, in the third it is applied to the employer, and in the second it is applied indifferently to working men or employers in respect of their relation to some union.

The third section enacts as follows:—

"1. If any person,

a. by violence to the person or property, [or by threats or intimidation,]
b. or by molesting,
c. or in any way obstructing another,

i. forces or endeavours to force any journeyman, manufacturer, workman, or other person, hired or employed in any manufacture, trade, or business, to depart from his hiring, employment, or work,
or to return his work before it is finished,

ii. or prevents or endeavours to prevent any journeyman, manufacturer, workman, or other person, not being hired or employed, from hiring himself to or from accepting work or employment from any person;

every person so offending, [or aiding, abetting, or assisting therein,] is liable to three months' imprisonment, with [or without] hard labour.

"2. If any person,

a. uses or employs violence to the person or property of another,
b. or uses threats or intimidation,
c. or molests,
d. or in any way obstructs another,

i. for the purpose of forcing or inducing such person to belong to any club or association.
ii. or to contribute to any common fund,
iii. or to pay any fine or penalty,
iv. or on account of his not belonging to any particular club or association,
v. or on account of his not having contributed or having refused to contribute to any common fund, or to pay any fine or penalty,
vi. or on account of his not having complied, or of his refusing to comply with any rules, orders, resolutions, or regulations, made to obtain an advance or to reduce the rate of wages, or to lessen or alter the hours of working, or to decrease or alter the quantity of work, or to regulate the mode of carrying on any manufacture, trade, or business, or the management thereof;

every person so offending, [or aiding, abetting, or assisting therein,] is liable to three months' imprisonment, with [or without] hard labour.

"3. If any person,

a. by violence to the person or property of another,
b. or by threats or intimidation,
c. or by molesting,
d. or in any way obstructing another,

i. forces, or endeavours to force, any manufacturer, or person carrying on any trade or business,
to make any alteration in his mode of regulating, managing, conducting, or carrying on such manufacture, trade, or business,

* See Appendix B., p. lxxxviii.

† *Strikes and Lockouts; or, the Law of Combination.* By a Barrister. London, 1867.

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or to limit the number of his apprentices, or the number or description of his journeymen, workmen, or servants;

every person so offending, [or aiding, abetting, or assisting therein,] is liable to three months' imprisonment, with [or without] hard labour.

"But (s. 4) no persons shall be punished who meet together for the sole purpose of consulting upon and determining the rate of wages or prices which the persons present at the meeting, or any of them, shall require or demand for their work; or the hours for which they shall work in any manufacture, trade, or business. And (same sec.) no persons shall be punished who enter into any agreement, verbal or written, among themselves, for the purpose of fixing the rate of wages or prices which the parties entering into the agreement, or any of them, shall demand for their work.

"So much for the workmen. The fifth section of the Act relates to the masters. By that section the masters are not to be liable to any prosecution or penalty, if they meet together for the sole purpose of consulting upon and determining the rates of wages which those present at the meeting, or any of them, shall pay to their journeymen, workmen, or servants, for their work, or the hours of working, in any manufacture, trade, or business; neither shall they be liable to punishment for entering into any agreement, verbal or written, among themselves, for the purpose of fixing the rate of wages which the parties entering into the agreement, or any of them, shall pay to their journeymen, &c."

In all the classes the elements of the crime, or offence, consist of an act and an intention. In each class, although the offence may be committed either by unionists or by non-unionists, yet the coercion, or attempted coercion of the will of the party aggrieved is such as the trade unions, whether of employers or of working men, usually resort to in order to prevent the meeting of supply and demand, of labour and capital, in free competition. Accordingly, the operation of the statute is in practice applied almost entirely to alleged excesses on the part of trade unions.

In the first class, relating to working men, the criminal intention must be to stop work, by preventing either the beginning or the continuance of an employment; in the third class, relating to employers, the criminal intention must be either to force a change in the management of a business, or to check freedom in the employment of labour; in the second class, the criminal intention must be on behalf of some union to force either contribution to its funds or compliance with its rules. The terms describing the intention, which is one element of the crime, are clear, and do not appear to have led to much dispute, and may be passed without further notice; but the terms describing the act, which is the other element of the crime, have caused doubt.

The acts are described in terms of wide generality, in order that there may be comprehended therein a wide class of actions which from their nature do not admit of precise definition. The essence of the crime lies in the intention to coerce the will of another, indicated by some act comprised under one of the terms "violence," "threats," "intimidation," "molestation," "obstruction;" and the act comprised within either of these terms is sufficient to constitute that element of the crime which lies in action if it was reasonably believed by the party committing it to be such as might coerce the will of the party to be affected thereby.

Violence. Thus, as to the first term, an act of very slight assault, done for the purpose of assaulting, may be sufficient to prove violence within the meaning of the statute, when such slight assault was intended to be, and was probably, sufficient to coerce the will of a weak and timid person.

Threats. So also of threats. If any person with the purpose of threatening conveys to the mind of another that he will bring any form of evil upon him, with the intent of forcing him to do one of the acts mentioned in the statute, it seems to me that he has used a threat sufficient to constitute the guilt. The governing object of the statute is to secure the exercise of the free will of each individual in disposing of his labour or his capital. It matters not what degree of evil may be suggested, if the suggestion is intended to take away free voluntary action as to the matters defined in the statute from the party to whom the suggestion is addressed. Evil may be inflicted in respect of the manifold interests relating to person, property, reputation, or affection. But I say no more on this point, because a material question has been raised—Whether a threat of bringing evil on a party, without otherwise violating any law in so doing, is a threat within the statute? I do not find an express adjudication on this point: as far as I can collect the opinions of the judges from incidental expressions, they appear to preponderate in favour of an answer in the negative.

What has been said of the class of acts comprised under the term "threat" is true in degree of intimidation. In each class the coercion is intended to be caused by fear: in threats the fear is caused by words; in intimidation, by any deeds or words which might create fear. Whether the acts are sufficient to prove intimidation within the statute ought to depend upon the degree of timidity on the belief of which the party intending to intimidate acted.

Intimidation.

So of acts of molestation. Any act which was intended to cause and did cause annoyance in a substantial degree to the party intended to be molested, if done with one of the prohibited intents, would constitute guilt within the meaning of this term. The measure of the degree of molestation is to be found in the sensibility of the sufferer, not in the act of the actor. By annoyance in a substantial degree, I mean the degree commonly referred to in actions for nuisances. The means of molestation vary infinitely, considering all the channels through which annoyance may be sent to the human mind. Annoyances not sufficient to be an actionable nuisance to the residence, or an actionable damage to the reputation, if they were capable of molesting and were known to be so, and were done for the purpose of molesting with the prohibited intent, would be acts of molestation within the statute, according to my understanding of it.

Molestation.

And so of obstruction. Any act that obstructs the exercise of any right, if done for the purpose of obstructing, and with the prohibited intent, would be sufficient. One frequent mode of committing this offence is by interfering with the right of passage on a highway. Every subject has the right to pass and re-pass at all times at his free will and pleasure, this right being limited by the existence of a similar right in all other subjects; and although the exercise of that similar right may operate as some obstruction to others, still it does not become unlawful thereby if done for the purpose of exercising the right, and if done in the degree reasonable for the exercise of that right. The right and the limitation are constantly exemplified in the uninterrupted passage of any crowd, either of passengers, or of animals, or of carriages, where each uses the passage for himself with attention to the rights of passage for others. But if a person comes on a highway for any purpose other than that of passage, he is a trespasser; and so the use of the highway for the purpose of shooting rabbits thereon was held to be a trespass (see R. *v.* Pratt, 4 Ell. & Bl. 860). So, also, trespass lies for bringing cattle along a highway for the purpose of pasture, and not of passage. According to this doctrine, any use of the highway not for the purpose of lawful passage, but for the purpose of making passengers in any degree unwilling to pass to and from the premises of any party, with the intent of coercing the will of that party, and so forcing him to do one of the acts specified in the statute, would be a criminal obstruction within the statute. Thus if a crowd were assembled in such numbers as to fill the street where the entrance to the premises was, and passed backwards and forwards so as to stop all access, with any other intent than that of using the right of passage, they would be guilty of an offence against the public by a criminal obstruction of the highway, and of an injury to the party to whose premises access was prevented, if he suffered special damage. They would also be guilty of an offence under the statute if they did so with intent to coerce the will of the party having any interest in such premises, and so to force him to one of the acts specified in the statute. These principles, and this interpretation of the statute, were enforced by Bramwell, B. in the cases of R. *v.* Druitt and R. *v.* Partridge (C. C. C. August 21 and 22, 1867; 10 Cox C. C. 592), where the defendants had been concerned in the practice of picketing in the tailors' strike then pending.

Obstruction.

And that which is true of a crowd so assembled with the intent of causing an obstruction, and so of coercing the will as above described, is equally true of one person stationed as a watch to give warning, or the like, to persons passing to and from the premises of the party whose will is to be coerced, if he thereby obstructs unlawfully the enjoyment of the right of free passage for him and others, with intent to coerce his will and force him to one of the specified acts. The amount of actual obstruction is no more material in this offence than the extent of actual removal of a chattel is material in larceny. The smallest wrongful act which is one of the series of acts by which the crime is to be completed externally, coupled with the criminal intention, is the misdemeanour of attempting to commit a crime. In burglary, the breaking may be by the lifting of a latch, and the entrance may be by inserting the tip of a finger. According to this doctrine, the placing of pickets, as they are called, with the usual purpose of interfering with free passage by molesting, or the like, if done with one of the prohibited intents, is the crime of obstruction within the statute. It may also be at the same time the crime of molestation, or of threat, or of intimidation, within the statute; it may also be a wrongful obstruction of the highway at common law, according to the circumstances; and may be actionable and indictable.

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§ 2. *The Statute 6 Geo. IV. c. 129.*

I will further suggest that the words prohibiting "molestation" and "obstruction," as well as violence, intimidation, and threats, are to be taken in their common acceptation, not limited by the words that precede. These two terms are additional to those in 5 Geo. IV. c. 95, and the Legislature must be taken to have added them with the intention that they should be so construed as to receive effect according to their ordinary acceptation.

The description of the offences prohibited by the third section of 6 Geo. IV. c. 129, creates a difficulty in enforcing the statute, inasmuch as they are made to consist of an intentional act of grievance, with an ulterior intention to cause an act to be done by the party wronged. Thus, if an offence by molestation is taken as an example, there must be an act of molestation against the employer with intention to molest him—as by taking his men away—with an ulterior intention to force him to alter his mode of carrying on business—as by paying wages according to a book. Intention as an element of crime is more difficult of proof than acts of crime, and becomes more so in proportion as it is less closely connected with the act which is the other element of crime. The complications of statement required in indicting for a crime consisting of two intentions is seen in the twenty counts of the indictment for conspiracy to commit offences against this statute in R. *v.* Rowlands (5 Cox C. C. 436).

There is a further difficulty in applying the statute by reason that the description of the classes of actions by the supposed wrong-doer, which are to constitute that element of the offence which lies in act, as contradistinguished from intention, consists more of the effect of that action upon another, than of the deed done by the wrong-doer himself. In respect of the first three classes—violence, threats, and intimidation—this remark is true to some extent, though practically acts of violence, threatening, or intimidation, can be recognized without difficulty. As to the remaining two classes—viz., molestation and obstruction—the description by which the guiltiness of the action imputed as the act of the offence can be tested, refers solely to the effect of the action either upon the feelings or upon the rights of the opposite party. The description, therefore, is wide enough to include every word or deed spoken or done for the purpose of molesting or obstructing, and producing the purposed effect, with one of the prohibited ulterior intents specified in the statute. In respect of acts causing obstruction, the difficulty is less than in the case of molestation. Nevertheless, the prohibition against molestation has very important effects towards securing freedom from constraint.

(*b*) *The Sections of 6 Geo. IV. c. 129. for permission.*

Sections 4 and 5,* the substance of which has been already given, are sections of permission, giving impunity to some combinations theretofore illegal.

The principles of the common law have been above considered.

The third section of the statute 6 Geo. IV. c. 129 enumerates certain violations of the right to free trade which are unlawful at common law as well as by this statute; and in respect of these violations of free trade it enacts that there should be a summary remedy, as before explained; then ss. 4 and 5 grant impunities in respect of the combinations therein mentioned, which are assumed to be illegal for restraint of trade, but which are exempted thereby from punishment.

The fourth section exempts from any penal consequences as well meetings to consult on the wages which the persons present at the meeting shall accept, as any agreement respecting the wages which the persons entering into such agreement shall receive. Under this section unions can with impunity combine with respect to the wages and hours of the parties either present at the meeting or entering into the agreement. As the exemption is limited to parties present at a meeting, or entering into the agreement personally, it may be held that this power of combining for wages was intended to be confined to unions for a limited district, where the rate of wages, and the cost of living and other circumstances affecting a rate of wages, might be uniform, and was not intended to apply to extensive unions or amalgamations of unions. But it is a question of construction on which I find no adjudication. It gives to the workmen's unions within the exemption the power to combine for regulating the rate of the members' wages, but excludes them from interference in respect of the mode of carrying on business, or of the number of apprentices or journeymen, or of piecework, and other trade matters; and by s. 5 the same provisions, *mutatis mutandis*, are applied to masters.

It should be borne in mind that the impunity is limited to combinations for the purpose of directly raising or lowering wages as described in the section, and does not extend to combinations immediately for crimes and mediately through those crimes for a rise of wages. Combinations to exclude apprentices, piecework, and overtime, are

* See the text of these sections in Appendix B., p. lxxxviii.

indirectly to increase wages, but the words of exemption do not in my opinion extend to such combinations.

§ 2. *The Statute* 6 *Geo. IV. c.* 129.

As the unions, although coming within the exemption from punishment, remain unlawful if they operate in unlawful restraint of trade, one consequence of illegality is, that any member of the union is free to leave the union at any moment, and that he cannot make himself liable by his agreement to fines or other bad consequences for leaving. The members of such unions act in combination as long as they choose, and leave the combination whenever they choose. And although a combination merely for the purpose of raising wages is permitted by the statute, and a simultaneous stop from work of several men really intended for that purpose is permitted, yet a simultaneous stop for the immediate purpose of inflicting a loss upon an employer, and so of coercing his will, with an ulterior view of raising wages, does not seem to me to be permitted thereby; as for instance, if the stop was planned for the purpose of drowning a mine, or extinguishing the fire of a smelting furnace, or stopping all traffic on a railway, and so causing loss, such a stop might amount to molestation and obstruction under the statute, and might be a conspiracy at common law, and not protected by sections 4 and 5.

If this important statute had made lawful the combinations which it exempted from punishment, the improvement would have been very great, and the law would thereby have been made to be as it was supposed to be by Erle, J. in Hilton *v.* Eckersley, above mentioned.

§ 3. *The Statute* 22 *Vict. c.* 34.

III. *The Statute* 22 *Victoria, c.* 34.—I am not aware that this statute has received any judicial construction, and will only venture to offer one or two observations.*

It was passed, as appears from the preamble, both to declare and to further the intention of 6 George IV. c. 129. s. 4, in consequence of some decision supposed to require correction, probably a ruling of some point in R. *v.* Rowlands and R. *v.* Duffield, of which cases some account is given in the Appendix.† Its operation is limited to give impunity to other persons besides workmen (1) for meeting with workmen and agreeing upon a rate of wages to be claimed by them, and (2) for endeavouring peaceably and without intimidation to persuade others—that is, other workmen—to cease or abstain from work in order to obtain the rate of wages so agreed on or to be agreed on. Therefore, persons other than workmen cannot claim impunity under this statute, unless they act with workmen meeting in accordance with the provisions of 6 Geo. IV. c. 129. s. 4; nor as to persuading to cease from work, unless there be an agreement and an unsettled claim thereon in respect of wages, also in accordance with the statute of 6 Geo. IV.

Moreover, the act gives impunity for the actions above mentioned, so far as the statute 6 Geo. IV. c. 129. s. 3. and the law against conspiracy, are concerned. The parties coming within the provisions of this Act still remain liable to action for any civil injuries for violating rights to the free course for labour, as well as liable to the remedies for criminal wrongs other than those specified in the statute, notwithstanding its provisions.

§ 4. *The Statute* 18 *&* 19 *Vict. c.* 63. *s.* 44.

IV. *The Statute* 18 *&* 19 *Victoria, c.* 63. *s.* 44 (*the Friendly Societies Act*).—There remains the question, whether the societies exempted from liabilities to punishment by 6 Geo. IV. c. 129. ss. 4 and 5, are entitled to the benefits respecting security for property and settlement of disputes which were granted to societies established "for any purpose which is not illegal" under the Friendly Societies Act.*

The operation of 6 Geo. IV. c. 129. ss. 4 and 5, seems to be this:—The unions exempted from liability to any penal consequences thereby, have power to combine for the objects therein mentioned, and to collect funds by voluntary contributions, with impunity. But in respect of the unions which obtain exemption from punishment by reason of those sections, it follows that they operate in restraint of trade and are illegal, and that illegality is not affected by the exemption from penal consequences.

Hornby v. *Close.*

In Hornby *v.* Close (10 Cox C. C. 393) it was held, first, that the trade union there mentioned was not within the Act (18 & 19 Vict. c. 63. s. 44), because it was not *ejusdem generis* with a friendly society (but that point is no longer material); and secondly, that a society or union was established for an illegal purpose where the rules operated in illegal restraint of trade, and that if it was established for an illegal purpose it could not take the benefit granted by the Act to societies established for any purpose not illegal. In that case rules against piecework were held to be in illegal restraint of trade.

* See the section of the statute in Appendix B., p. lxxxviii.

† See Appendix A., p. lxxxvii.

CHAP. II. Statutes.

§ 4. *The Statute* 18 & 19 *Vict. c.* 63. *s.* 44.

This construction of the 44th section appears to have caused disappointment, but perhaps that feeling would be abated if the words of the statute were considered together with the rules of law operating therewith, without assuming that the intention was to give to trade unions the benefit of the summary jurisdiction given for friendly societies.

It is essentia for the exercise of summary jurisdiction by an inferior tribunal that the event, on the happening of which the jurisdiction is to attach, should be defined. This has been clearly done in respect of friendly societies, but in respect of trade unions the operative words are, that a "friendly society . . . . . established for any purpose which is not illegal" may claim aid from the summary jurisdiction. Then arises the question—What is a "friendly society" within the meaning of this section? The term is wide enough to include trade unions, but it also includes every concert of two or more to act together, and therefore includes more than can have been intended. If the excess is to be limited to societies *ejusdem generis* with friendly societies, the rule is grievously vague.

But assuming that a trade union may be a society within the Act, if it is not for an illegal purpose, what are the "purposes" of a society? As a society it has no mind, and the beginning of its action must be by resolution of the whole or the governing part of the members; and if the purposes are only those which are declared by resolution, the provision against illegal purposes is almost nullified, as they might not be declared. But whether the purposes are those expressed in resolutions, or secretly entertained, how is the magistrate to ascertain their existence? And yet he must do so at his peril before he exercises the jurisdiction, unless it should be held that the purposes are presumed to be legal till that presumption be rebutted by evidence. In the case of Hornby *v.* Close, these difficulties as to ascertaining the purposes of the society were removed, because the rules were produced, and were held to operate in restraint of trade, inasmuch as they prohibited piecework under pain of fine and expulsion.

The effect of this case has been misunderstood if it is supposed to decide that the members of trade unions have not all the ordinary remedies for violations of rights of property which the members of the community in general possess. They have difficulties from the shifting of members, and from joint ownership, as explained above; but they may proceed by action or indictment where other subjects would have a right to do so, and in those proceedings the legality or illegality of their purposes is immaterial. They might have also the benefits of incorporation, and therewith all the powers of the law to enforce their rules, and protect their rights, if they would take the law to be as it is laid down by the competent tribunals, and alter their rules conformably thereto.

Farrer v. *Close.*

Since the above was written it was contended in Farrer *v.* Close (Q.B., January 18, 1868), that the Amalgamated Society of Carpenters was entitled to the benefit of the 44th section of the Friendly Societies Act against an officer who had misappropriated the money of the society. The rules authorized the application of the funds to various trade purposes, and among others to the support of members when out of work; and although it was objected that the funds might thus be applied to maintain strikes, it was said that a strike was not necessarily illegal; and the case was said to be distinguished from Hornby *v.* Close, because there was no rule operating directly in restraint of trade, such as the rule prohibiting piecework in the latter case. The case was sent back to be restated without any decision upon any point. The case, as restated, was brought on again under the name of Farrer *v.* the Justices of Bradford (Q.B. January 16, 1869); and the judgment thereon is still pending.

February 1869. W. ERLE.

APPENDIX A.

Some Account of the Trials of R. *v.* Rowlands and Others, and R. *v.* Duffield and Others (5 Cox C. C. 436 and 404).

On the trial of these cases the judge said certain things to the jury which have since been cited as if he laid down propositions of law absolutely. But in all cases it is essential for the correct understanding of the words of a judge to bear in mind the facts to which they relate.

The account of the trial may be of use in showing the meaning of the ruling, and in exemplifying the importance of security under the law in disposing of labour as well as capital.

I describe the facts according to the effect of the evidence on my mind. In 1849, in Wolverhampton, there were six firms of tin-plate workers and japanners, who made and japanned tin-plate articles. Without understanding the manufacture, I assume for the purpose of this case that some of these articles could be made by hand with three processes, viz., punching holes, cutting out pieces, and joining the pieces; and that some of these firms possessed machinery for some of these processes, Messrs. Perry making more use of machinery than their rivals. The workmen in Wolverhampton were usually paid by the article, so much for a cullender or a pepper-box. Some of the Wolverhampton unions had proposed a book of prices, which were to be uniform for each article; but as the proper wages for workmen who did all processes by hand if, paid on this principle, would be too much for workmen who did some processes only by hand and some by machinery, and as the wages claimed were not supposed to be properly adjusted according to the use of machinery, the two firms of the Messrs. Perry did not consent to pay according to the proposed book of prices; but they paid such prices that their workmen received for their time more than workmen for other firms who were paid according to the book. The Messrs. Perry prospered, and their workmen were well off and contented; but as they undersold the rival manufacturers, and as they superseded hand-labour by machinery, there were two sources of hostility towards them.

In November 1849 Messrs. Perry and Son, one of the firms, saw reason to be dissatisfied with a workman named Preston, and discharged him.

There was a National Association of United Trades in London, of which the defendant Peel was secretary, the defendant Green a delegate, and the defendant Winters a member. The other defendants were members of provincial unions; but not one of them was employed by Messrs. Perry, or had any monied interest at stake in the strike, as far as I could perceive. The reserve fund of the National Association was stated to be more than 20,000*l.*, and Preston, it was said, had contributed and procured contributions thereto. Preston seems to have applied to this association in respect of his discharge by his employers.

The following is the account by Mr. George Henry Perry of the setting in of the strike:—

"I am a manufacturer at Wolverhampton, carrying on business under the firm of Perry and Son. I have carried it on for 20 years, and my father did before me. In the spring of 1850 I had 120 men, half for tin work, half for japan. The japan workers depend on the tin workers. During the first three months of 1850 we were in good work with large orders. The workmen's wages would range from 25*s.* to 50*s.*, but some earned 60*s.* In November 1849 I discharged Thomas Preston. I was not aware of any differences between me and my workmen in the spring of 1850. We had been comfortable for many years before we received a certain letter.

"In the second week of December 1849 Green called about Preston. He stated he was a member of the National Association of United Trades, of which Thomas Duncombe, M.P., was president, that they had considerable funds (20,000*l.*, I believe) at the delegates' command, and that nearly the entire working population was co-operating with them. I said, 'Mr. Green, what is your business with me?' He replied, 'You've discharged Thomas Preston; I've called to know the reason.' I said we did not require Preston's services, that was our reason for discharging him. He asked if it was not because he belonged to the club that we discharged him. (The club is the Tinplate Workers' Society.) I said the reason we discharged him was because we did not want his services. He again asked if it was not because he belonged to the club; if it was, *they should take all the men out; they should stop the supplies, so that not a man should call.* He then left me with the assurance from me that we discharged Preston because we did not want his services. The question I put was this, that he had better mind his own business, and not come meddling and interfering with ours. He did not mention any name then. Nothing else passed that I recollect.

"I received a letter about the 3rd of April, which was dated 2nd April 1850, headed 'Selling-book of prices,' and signed

"'Fredk. Green } *Mediators not in an*
"'Thos. Winters } *offensive spirit.*'

[The letter was produced and read.]

"After I had received this letter Green called about the 12th April. He said he was a delegate from the National Association, and he and Mr. Peel had come down to settle the differences between us and our workmen. I told him that I was not aware there was any difference between us and our men, and that if our men had anything to complain of, and would come to me, we could settle it without his interference; and begged that he would not come meddling with our business. He then said he wished us to adopt a book of prices which the men had written out, and of which a copy had been sent us. I said I had not had an opportunity of looking at the list, but I would do so in a few days of leisure. Nothing else occurred.

"He called again in a week or a fortnight. He again urged me to adopt this book of prices, and said if we did not they should take all the men out. As we had very large orders for America unexecuted, I did not tell him pointedly we would not pay the book, but that we would consider of it, so as to get time and to get some more men hired. I did not wish to have the men taken out. Nothing else occurred."

The sequel of the evidence describes the course of the strike. If I rightly appreciate it, it shows the power of evil in remorseless activity, destroying those relations between employers and employed on which comfort and peace depend, bringing guilt and misery on the workmen and ruin on their employers. The Messrs. Perry maintained their right for freedom for the course of labour with energy. Hoping for support according to law, they tried all the resources for

Appendix to Memorandum by Sir W. Erle.

A.

R. *v.* Rowlands and R. *v.* Duffield.

labour in England. They tried to go on with apprentices and boys, and twice imported a band of artisans from France. But in vain; their factories were deserted, and their trade stopped.

The workmen were induced, some to break their contracts, others to leave their employ without notice. Pickets at every approach were busy with all that came and went; money was paid largely to get workmen away—600*l.* for the removal of the Frenchmen alone. Some of the men were supplied with liquor and induced to go to the railway station, and to enter a carriage without knowing the purpose. They were conveyed to different places, where a scanty supply of money was sent for a few weeks, and then many were left to themselves; their discomfort may be imagined from the case of two workmen who, being left penniless, walked home 52 miles without a farthing to support them, and were so blamed for returning that the wife of one of them had to stop the coarse abuse upon her husband by threatening to use a brush handle to drive them out of the house.

But the guilt towards the apprentices was worse; not only were they taught to disregard their contracts and to abscond, but one of the defendants was stated to have made a suggestion "that apprentices could do them great service if they would;" he remembered when he was connected with leather what game the apprentices played in cutting up and destroying leather; and the foreman of Messrs. Perry deposed that before the apprentices went away the tools were injured, the tin was cut to waste, and the patterns were missing. After the close of the strike a party of apprentices were said to have been found huddled in a garret in London.

This misery was inflicted by parties many of whom seemed ill qualified to appreciate the importance of the matter in dispute. Judging from outward appearances, the London defendants were men of high respectability, with intellect and experience qualifying them to discern at a glance the essence of any transaction they were engaged in, and to guide the course of it; the provincial defendants seemed to be little more than instruments in their hands. It was not clear that there was any monied interest at stake; some of the witnesses said that wages, according to the book, would be lower than the current rate without the book. It is not probable that the president of the association understood or cared for useful industry, or that their secretary or delegate understood about the book of prices, if the description of the question respecting the book was correctly given by Mr. Perry. But it may be that the dragging of two well-established firms of manufacturers down from a station of wealth and influence through various stages to ruin would be an impressive warning not to trust to the law for help against a trade union; it may be that there was a probability of increased subscriptions if a master was sacrificed for discharging a servant; it may also be that the defendants believed they were promoting the interests of working men. Motives are never matter of certain knowledge. According as the motives should be found honest or corrupt so would the liability be, if the principles here stated are correct.

It was at the close of the trial that the judge used some of the words which have been brought into question, first informing the jury, in effect, that they were not trying workmen for combining to obtain a rise of their own wages, and then stating that they were trying the defendants for other and different offences, as set forth in the indictment; and, among other things, ruling there was evidence to go to the jury against Winters and Rowlands, although the only overt acts of conspiracy in evidence against them were acts of persuading men while the strike was going on to leave Messrs. Perry's employ, without using threats or intimidation.

The case of R. *v.* Rowlands is in substance the same as R. *v.* Duffield; in the one the defendants struck against Messrs. Perry and Son, in the other they struck against the firm of Mr. Edward Perry. The question of the book was the ground of the strike against both firms, and both firms rejected the book for the reason above explained.

The facts of this case, taken with the reasoning of the foregoing Memorandum, raise two questions: first, Did every member of the executive committee in London, who authorized Messrs. Green and Peel to take part in the strike, incur the same criminal guilt as Messrs. Green and Peel? and secondly, Was every such member of that committee liable in an action by every person who suffered damage from that strike, and was every such person entitled to recover therein the amount of such damage?

APPENDIX B.

B.

6 Geo. IV. c. 129. ss. 3, 4, 5.

Sections 3, 4, 5, of the Act 6 Geo. IV. c. 129.

Penalty on Persons compelling Journeymen to leave their Employment, or to return Work unfinished;

III. And that it be further enacted, That from and after the passing of this Act, if any Person shall by Violence to the Person or Property, or by Threats or Intimidation, or by molesting or in any way obstructing another, force or endeavour to force any Journeyman, Manufacturer, Workman, or other Person hired or employed in any Manufacture, Trade, or Business, to depart from his Hiring, Employment or Work, or to return his Work before the same shall be finished, or prevent, or endeavour to prevent, any Journeyman, Manufacturer, Workman, or other Person not being hired or employed from hiring himself to, or from accepting Work or Employment from any Person or Persons; or if any Person shall use or employ Violence to the Person or Property of another, or Threats or Intimidation, or shall molest or in any way obstruct another for the Purpose of forcing or inducing such Person to belong to any Club or Association, or to contribute to any common Fund, or to pay any Fine or Penalty, or on account of his not belonging to any particular Club or Association, or not having contributed, or having refused to contribute, to any common Fund, or to pay any Fine or Penalty, or on account of his not having complied or of his refusing to comply with any Rules, Orders, Resolutions, or Regulations made to obtain an Advance, or to reduce the Rate of Wages, or to lessen or alter the Hours of Working, or to decrease or alter the Quantity of Work, or to regulate the Mode of carrying on any Manufacture, Trade, or Business, or the Management thereof; or if any Person shall by Violence to the Person or Property of another, or by Threats or Intimidation, or by molesting or in any way obstructing another, force or endeavour to force any Manufacturer or Person carrying on any Trade or Business, to make any Alteration in his Mode of regulating, managing, conducting, or carrying on such Manufacture, Trade, or

or preventing their Hiring themselves;

or compelling them to belong to Clubs, &c.

or to pay any Fines, for not having complied with Orders as to Wages;

or compelling any Manufacturer, &c. to alter his mode of carrying on Business;

6 Geo. IV. c. 129. ss. 3, 4, 5. *Imprisonment, or Imprisonment with Hard Labour for Three Months.*

Business, or to limit the Number of his Apprentices, or the Number or Description of his Journeymen, Workmen, or Servants; every Person so offending, or aiding, abetting, or assisting therein, being convicted thereof in manner herein-after mentioned, shall be imprisoned only, or shall and may be imprisoned and kept to Hard Labour, for any Time not exceeding Three Calendar Months.

Not to affect Meetings for settling Rates of Wages to be received, or Hours of Work to be employed by the Persons meeting.

IV. Provided always, and be it enacted, That this Act shall not extend to subject any Persons to Punishment who shall meet together for the sole Purpose of consulting upon and determining the Rate of Wages or Prices which the Persons present at such Meeting, or any of them, shall require or demand for his or their Work, or the Hours or Time for which he or they shall work in any Manufacture, Trade, or Business, or who shall enter into any Agreement, verbal or written, among themselves, for the Purpose of fixing the Rate of Wages or Prices which the Parties entering into such Agreement, or any of them, shall require or demand for his or their Work, or the Hours of Time for which he or they will work, in any Manufacture, Trade, or Business; and that Persons so meeting for the Purposes aforesaid, or entering into any such Agreement as aforesaid, shall not be liable to any Prosecution or Penalty for so doing; any Law or Statute to the contrary notwithstanding.

Not to affect Meetings for Rates of Wages, &c. to be paid by Masters to Journeymen, &c.

V. Provided also, and be it further enacted, That this Act shall not extend to subject any Persons to Punishment who shall meet together for the sole Purpose of consulting upon and determining the Rate of Wages or Prices which the Persons present at such Meeting, or any of them, shall pay to his or their Journeymen, Workmen, or Servants, for their Work, or the Hours or Time of working in any Manufacture, Trade, or Business, or who shall enter into any Agreement, verbal or written, among themselves, for the Purpose of fixing the Rate of Wages or Prices, which the Parties entering into such Agreement, or any of them, shall pay to his or their Journeymen, Workmen, or Servants, for their Work, or the Hours or Time of working in any Manufacture, Trade, or Business; and that Persons so meeting for the Purposes aforesaid, or entering into any such Agreement as aforesaid, shall not be liable to any Prosecution or Penalty for so doing, any Law or Statute to the contrary notwithstanding.

Section 44 of the Act 18 & 19 Vict. c. 63.

Appendix to Memorandum by Sir W. Erle.

B.

18 & 19 Vict. c. 63. s. 44. *In the Case of Societies whose Rules are not certified, Disputes between the Society and its own Members to be settled as in Cases of certified Societies.*

XLIV. In the case of any Friendly Society established for any of the Purposes mentioned in Section IX. of this Act, or for any Purpose which is not illegal, having written or printed Rules, whose Rules have not been certified by the Registrar, provided a Copy of such Rules shall have been deposited with the Registrar, every Dispute between any member or Members of such Society, and the Trustees, Treasurer, or other Officer, or the Committee of such Society, shall be decided in manner herein-before provided with respect to Disputes, and the Decision thereof, in the Case of Societies to be established under this Act, and the Sections in this Act provided for such Decision and also the Section in this Act which enacts a Punishment in case of Fraud or Imposition by an Officer, Member, or Person, shall be applicable to such uncertified Societies: Provided always, that nothing herein contained shall be construed to confer on any such Society whose Rules shall not have been certified by the Registrar, or any of the Members or Officers of such Society, any of the Powers, Exemptions, or Facilities of this Act, save and except as in and by this Section is expressly provided.

Section 1 of the Act 22 Vict. c. 34.

22 Vict. c. 34. s. 1. *Agreements in certain Cases not to be deemed "Molestation" or "Obstruction" within the Meaning of the recited Act.*

I. That no Workman or other Person, whether actually in Employment or not, shall, by reason merely of his entering into an Agreement with any Workman or Workmen, or other Person or Persons, for the purpose of fixing or endeavouring to fix the Rate of Wages or Remuneration at which they or any of them shall work, or by reason merely of his endeavouring peaceably, and in a reasonable Manner, and without Threat or Intimidation, direct or indirect, to persuade others to cease or abstain from Work in order to obtain the Rate of Wages or the altered Hours of Labour so fixed or agreed upon or to be agreed upon, shall be deemed or taken to be guilty of "Molestation" or "Obstruction" within the Meaning of the said Act, and shall not therefore be subject or liable to any Prosecution or Indictment for Conspiracy: Provided always, that nothing herein contained shall authorize any Workman to break or depart from any Contract or authorize any Attempt to induce any Workman to break or depart from any Contract.

DRAFT REPORT, PROPOSED BY MR. BOOTH.

TO THE QUEEN'S MOST EXCELLENT MAJESTY.

(1.) We, Your Majesty's Commissioners appointed to inquire into and report on the Organization and Rules of Trades Unions and other Associations, whether of Workmen or Employers, and to inquire into and report on the effects produced by such Trades Unions and Associations on the Workmen and Employers respectively, and on the Relations between Workmen and Employers, and on the Trade and Industry of the Country; with power to investigate any recent acts of intimidation, outrage, or wrong alleged to have been promoted, encouraged, or connived at by such Trades Unions or other Associations, and also to suggest any improvements to be made in the law with respect to the matters aforesaid, or with respect to the relations between Workmen and their Employers, for the mutual benefit of both parties, having now completed the task of collecting so much evidence as we have been able or have deemed it necessary to obtain in the discharge of the duty imposed on us by Your Majesty, and having carefully weighed that evidence, and fully considered the several questions submitted for our consideration in Your Majesty's Commission, now humbly beg leave to make our final report and to submit to Your Majesty the conclusions at which we have arrived.

Proceedings of the Commissioners.

Evidence reported from time to time.

(2.) We judged it expedient to submit to Your Majesty from time to time the evidence which we had collected, because we were of opinion that if Your Majesty should think fit to cause such evidence to be made public, its publication might have a useful effect in making the objects and proceedings of Trades Unions more generally known, and would at the same time afford to parties interested an opportunity of calling our attention to any points in which the evidence we had received was inaccurate or incomplete.

Manchester Inquiry.

(3.) In the course of our inquiry into the proceedings of the Trades Unions in connexion with the building trades, it became apparent that some of those proceedings, more especially those of the brickmakers and bricklayers at Manchester and the neighbourhood, were of such a nature that we thought they could not be effectually inquired into unless the persons conducting the inquiry were armed with powers similar to those conferred by "The Trades Unions Commission Act, 1867," on the persons to be appointed under that Act for inquiring into acts of intimidation, outrage, or wrong alleged to have been promoted, encouraged, or connived at by Trades Unions or associations, whether of workmen or employers, in the town of Sheffield, or its immediate neighbourhood. We accordingly made a communication to this effect to Your Majesty's Secretary of State for the Home Department, and an Act (30 & 31 Vict. c. 74) amending the above-mentioned Act was passed, and by virtue of those Acts three gentlemen were appointed by Your Majesty's Secretary of State to conduct an inquiry with respect to Manchester and its neighbourhood, similar to that conducted under the first-mentioned Act, with respect to Sheffield and its neighbourhood.

Reports of the Examiners at Sheffield and Manchester.

(4.) We have received the reports of the gentlemen appointed to inquire by virtue of the Acts above named into the proceedings of the trades unions and employers at Sheffield and the neighbourhood, and at Manchester and the neighbourhood. Those reports, as well as the evidence taken by the examiners, have already been submitted to Your Majesty. They are inserted in the Appendix to this Report.

Questions for circulation.

(5.) At the outset of our inquiries we caused two sets of questions to be prepared and printed. The first were addressed to the secretaries of trades unions, and were intended

especially for circulation among those officers; they were directed to the following points:

1. Organizations of Trades Unions.
2. Objects of Unions.
3. Wages.
4. Hours of labour.
5. Customs of the trade.
6. Apprentices.
7. Piecework.
8. Sanitary and other objects.
9. General effect of unions.

(6.) The other set of questions was of a more general character, and was intended for general circulation. They were directed to the following points:

1. Objects of Trades Unions; amalgamation of unions; international unions; amendment of law.
2. Effect on the rate of wages.
3. Strikes and lock-outs.
4. Effect on trade.
5. Courts of arbitration; co-operative societies; industrial partnerships; amendment of law.

A copy of these questions is inserted in the Appendix to this Report.

Admission of Strangers.

(7.) An application having been made to us by a deputation from *the Trades Delegates Conference* assembled in London, and by a deputation from *the Conference of Representatives of Trades Societies*, to allow persons nominated by them to be present at our meetings during the examination of witnesses, we communicated to those bodies a resolution which we had come to in the following terms:

"That in addition to the presence of such persons as the Commissioners may think expedient at any time, the Commissioners will be ready, as a general rule, to admit some one person connected with or representing any trade or society which seems likely to be affected by the inquiry to be conducted on a given day."

(8.) In accordance with this resolution we have been at all times ready to allow persons interested in the subject to be present during the examination of witnesses so far as the space at our disposal for that purpose would admit. Of the permission so granted advantage has been freely taken.

Witnesses examined. Building Trades.

Building Trades.

(9.) We commenced our investigations by inquiring into the constitution and proceedings of the Trades Unions connected with the building trades, and we examined the following officers of those Unions:

Officers examined.

Mr. Applegarth, the Secretary to *the Amalgamated Society of Carpenters and Joiners*, Qu. 1–302, 6539–6762, 7269–7377.

Mr. R. Harnott, Secretary to *the Friendly Society of Operative Masons.* 1024–1320.

Mr. Thomas Connolly, a member of *the Operative Stonemasons Society.* 1321–1395.

Mr. Edwin Coulson, Secretary of *the Operative Bricklayers Society of London.* 1396–1628.

Mr. Geo. Howell, a member of the same Society, acting Secretary to the Reform League. 1629–1748.

Mr. Charles Williams, General Secretary of *the National Association of Operative Plasterers.* 1749–1976.

Mr. George Housley, General Secretary of *the Friendly Society of Operative Bricklayers of Sheffield.* 1977–2259.

Mr. William Macdonald, Honorary Secretary of *the Manchester Operative House Painters Alliance.* 2260–2435.

Mr. Robert Last, General Secretary of *the Operative House Carpenters and Joiners Society.* 2436–2578.

Mr. John Mooney, President of *the Operative Bricklayers Society at Glasgow.* 6764–6854.

Mr. Michael J. O'Neil, General Secretary to *the Stockport Bricklayers Union.* 6087–6323.

Mr. J. Matson, the present, and Mr. J. C. Proudfoot, the preceding, Secretary of *the Associated Carpenters and Joiners of Scotland.* 7704–8201.

Mr. James Clark, Secretary to *the Stockport Bricklayers Union.* 6324–6404.

Witnesses not connected with trades unions.

(10.) The following witnesses not connected with trade unions were examined by us with reference to this branch of the subject:

Mr. Thomas Piper, the Secretary of *the London Master Builders Society.* 2579–2761.

Mr. George Smith, of the firm of Smith and Taylor, the contractors for the India and Foreign Offices recently built, who submitted himself for examination in order to explain certain statements made by one of the above witnesses injuriously affecting as he conceived the character of his firm. 2762–2866.

Mr. George F. Trollope, a master builder. 2867–2950.

Mr. Alfred Mault, the Secretary to *the General Builders Association.* 2951–3462. 3679–3731. 3969–4325. 4728–4731.

Mr. John McDonald, the President of *the Glasgow Master Brickbuilders Association.* 3463–3678.

Mr. Edmund Ashworth, the Chairman of the Committee for building the Assize Courts and New Prison at Manchester. 4326–4377.

Mr. John Kettle, the foreman to the late Mr. Bramall, the contractor for the New Prison at Manchester. 5443–5798.

Mr. James Wilson, the representative of the *Leeds Branch of the General Builders Association.* 4385–4727.

Mr. John Bristow, a builder at Manchester. 4857–5346.

Mr. Robert Richmond, an Inspector in the Manchester division of the Lancashire county police, 4732–4856.

Mr. George Harrop, an Inspector of county police at Droylsden, near Manchester, 5347–5442.

Mr. Joseph Barlow, a brickmaker at Droylsden, 5841–6086.

Mr. West, a carter of bricks at Manchester, 5799–5840.

Mr. Thomas Prowse, a former member of *the Masons' Society,* 7626–7689.

Iron and Coal Trades.

Iron and Coal Trades.

(11.) With respect to the Iron and Coal Trades, we examined the following witnesses:

Officers examined.

I. Officers of trades unions.

Mr. John Kane, President of *the National Association of Iron Workers,* whose head-quarters until recently were Gateshead; now at Walsall, 8205–8599, 9219–9268, 11,320–11,335.

Mr. Daniel Guile, corresponding Secretary of *the Iron Founders Society,* 8600–8756.

Mr. William Hobson, Secretary of *the Associated Iron Workers of Great Britain,* at Brierly Hill. 8757–9024.

Mr. William Garner, Secretary of the Millmen's Association, at West Bromwich. 9025–9194.

Mr. John Millington, Secretary of *the National Association of Malleable Iron Workers.* 9195–9218.

Mr. William Pickard, Agent of the *Wigan District of the Lancashire Branch of Miners' Association.* 12,115–12,157, 15,763–16,091.

Mr. Alexander McDonald, President of *the Miners' National Association.* 15,020, 15,021, 15,237–15,762, 16,091, 16,330–16,353, 16,518–16,527.

Mr. John Normansell, secretary to *the South Yorkshire Miners' Association.* 16,092–16,329.

Mr. William Brown, a miners' agent. 16,354–16,517.

Witnesses not connected with trades unions.

II. Witnesses not connected with trades unions.

Mr. John Jones, Secretary of *the Iron Masters' Association* for the North of England, and also Secretary for *the Iron Manufacturers Association.* 9391–9824, 11,126–11,140.

Mr. Walter Williams, Honorary Secretary to *the South Staffordshire Iron Masters Association.* 9825–10,038.

Mr. George Thomas Clark, the Trustee and Manager of *the Dowlais Iron Works in South Wales.* 10,039–10,259.

Mr. James Brogden, Manager of *the London Iron and Coal Works.* 10,260–411.

Mr. Frederick Smith, General Manager of Lord Dudley's Mining Estates in Staffordshire and Worcestershire. 10,412–10,521, 10,828–10,928.

Mr. William Sergeant Roden, Manager of *the Shelton Bar Iron Company* in North Staffordshire. 10,522–10,827.

Mr. Robert Heath, an Iron Master in North Staffordshire. 10,928–10,992.

Mr. Abram Hewitt, an Iron Manufacturer in the United States. 3732–3968, 6855–6984, 9269–9390.

Mr. Francis Mills, an iron-moulder, who had ceased to be connected with any Trades Union, 10,993–11,125.

Mr. William Clay, the Managing Director of *the Mersey Steel and Iron Works*, 11,141–11,319.

Mr. George Elliot, a proprietor of coal mines in Durham, Northumberland, Glamorganshire, Mostyn in North Wales, and North and South Staffordshire, 11,336–11,480.

Mr. Charles Markham, Managing Director of the *Staveley Iron and Coal Company*, 11,481–11,758.

Mr. W. O. Wood, Manager of Messrs. *Straker's and Love's Collieries in Durham*, 11,759–11,901.

Mr. J. T. Woodhouse, a colliery viewer and manager of collieries in South Derbyshire, 11,902–12,048.

Mr. James Haddock, manager of the *Ravenhead Colliery, St. Helen's*, 12,049–12,114.

Mr. William Gleadow, General Manager of the *Gresley Wood and Swadlincote Colliery Company*, 12,158–12,321.

Mr. William Eley, Manager of the *Swadlincote Old Colliery* and the *Cadley Hill Colliery*, 12,322–12,409, 16,536–16,570.

Mr. Arthur Higginson, partner in the firm of J. and N. Nadin and Co., *Stanton Colliery, near Burton-on-Trent*, and Honorary Secretary to the Coal Owners' Association of Leicestershire and South Derbyshire, 12,410–12,484, 16,571–16,580.

Mr. Henry Currer Briggs, partner in the firm of Briggs, Son, and Co., of *Whitwood and Methley Junction Collieries*, near Normanton, 12,485–12,688, 12,754–12,780.

Mr. Archibald Briggs, Secretary to the last-named company, 12,689–12,753.

Mr. Joseph Pyrah, a pitman in the employ of the company, and a shareholder, 12,781–12,961.

Mr. John Pickles, formerly Secretary to the Union of the Methley and Wakefield District, now a shareholder in the above-named company, 12,962–13,081.

Mr. John Toft, in the employ of the company, and a shareholder, 13,082–13,175.

Mr. William Knighton, chief foreman of the foundries of *the Staveley Coal and Iron Company*, 13,176–13,367.

Mr. James Campbell, viewer of the last-named company, 13,368–13,605.

Mr. George Greenwell, agent of Lord Vernon's colliery in Cheshire, 13,606–13,715.

Mr. Thomas Henshaw, Mr. Elijah Smith, and Mr. George Whitworth, colliers at Staveley, 13,716–13,984.

Mr. Archibald Hood, lessee of *White Hill Colliery* at Lasswade, near Edinburgh, 13,985–14,185.

Mr. Philip Cooper, General Manager of *the Holmes Colliery* in Yorkshire, 14,186–14,408.

Mr. John Chambers, one of the proprietors of *the Thorncliffe Iron Works*, 14,409–14,705.

Mr. James Wilson, viewer at *the Darfield Main Coal and Iron Works* at Barnsley, 14,706–14,893.

Mr. William Rowe, collier at *the Lindsay Cannel Pit* at Wigan, 14,894–15,019.

Mr. Alfred Hewlett, a Managing Director of *the Wigan Coal and Iron Company*, 15,022–15,143, 16,528–16,535.

Mr. Josiah Evans, one of the firm of Richard Evans and Company, of *Haydock and Edge Green Colliery*, 15,144–15,236.

Engineering and Shipbuilding Trades.

(12.) We examined the following witnesses connected with the engineering and shipbuilding trades. Engineering and Shipbuilding Trades.

I. Officers of trades unions. Officers examined.

Mr. William Allan, Secretary to the *Society of Amalgamated Engineers*, 572–1023, 7378–7593, 18,941–18,972.

Mr. John Allen, an iron shipbuilder, and Secretary to the *Boilermakers and Iron Shipbuilders Society of Great Britain and Ireland*, 17,519–17,611, 18,075–18,099.

Mr. Peter James Robson, President of the Shipbuilders Provident Union of the Port of London, 17,612–17,697, 17,977–18,028.

II. Witnesses not connected with trades unions. Witnesses not connected with Trades Unions.

Mr. Charles Frederick Beyer, a member of the firm of Beyer, Peacock, and Co., of the Gorton Foundry, Manchester, 18,821–18,940.

Mr. John Robinson, Engineer of the Atlas Works, Manchester, 18,973–19,094.

Mr. James Nasmyth, 19,095–19,340.
Mr. Clifford Wigram, a shipbuilder on the Thames (16,581–16,707).
Mr. Joseph d'Aguilar Samuda, M.P., a shipbuilder on the Thames (16,708–16,872)
Mr. John Dudgeon, a mechanical engineer and iron shipbuilder (16,873–16,993).
Mr. Frederick John Divers, Secretary to the *Thames Shipbuilding Company* (16,994–17,185).
Mr. Robert Steele, jun., a shipbuilder at Greenock (17,186–17,445).
Mr. John Paterson Smith, Secretary to the *Clyde Shipbuilders and Engineers' Association* (17,446–17,518).
Mr. Charles Mark Palmer, M.P., shipbuilder on the Tyne, and iron-stone worker in Yorkshire (17,698–17,894).
Mr. George Bayley, surveyor (17,895–17,976).
Mr. Robert Quaile, a workman in shipbuilding (18,029–18,074).

Tailors' Trade.

Tailors' Trade.

(13.) With respect to the tailors' trade, and especially the recent strike of the London tailors we examined the following witnesses:

Witnesses examined.

Mr. Robert Lewis, of the firm of Lewis, Sons, and Parker, St. James's Street, 18,100–18,190.
Mr. Robert Bennett, of the firm of Bennett and Co., Conduit Street, 18,191–18,210.
Mr. George Druitt, Secretary to *the London Operative Tailors' Protective Association*, 18,211–18,304.

Glass and Pottery Trades.

Glass and Pottery Trades.

(14.) We examined the following witnesses connected with the glass and pottery trades:

Witnesses examined.

Dr. George Lloyd, of the firm of Messrs. Lloyd and Summerfield, of Birmingham, and Chairman of *the Midland Association of Flint Glass Manufacturers*, 18,305–18,588.
Mr. William Robinson, of the firm of William Gannon and Company, Birmingham, 18,589–18,625.
Mr. Thomas Joshua Wilkinson, Secretary of *the Glassmakers' Society* at Birmingham, 18,626–18,796.
Mr. Joseph Leicester, a working glass manufacturer, 18,797–18,822.
Mr. Michael Daintry Hollins, a member of a large firm engaged in the pottery trade, 19,534–19,616,

Printing Trade.

Printing Trade.

(15.) We examined the following witnesses connected with the printing trade:

Witnesses examined.

Mr. George Levey, a member of the *Master Printers' Association*, 19,481–19,542.
Mr. William Henry Wyman, Chairman of the same association, 19,617–19,678, 19,975–19,979.
Mr. Benjamin Pardon, a member of a firm of printers in Paternoster Row, 19,716–19,723, 19,930–19,942.
Mr. John Shreeve, Secretary to *the Machine Managers' Association*, 19,724–19,726, 19,908–19,929, 19,943–19,956.
Mr. William Hugh Blatchley, Secretary of *the Pressmen's Society*, 19,727–19,764, 19,957–19,974.
Mr. Henry Self, the Secretary to the *London Society of Compositors*, 19,765–19,787, 19,791–19,907.
Mr. Richard Lee, a working printer, 19,788–19,790.

Miscellaneous.

Miscellaneous Witnesses.

(16.) We examined two actuaries, Mr. Robert Tucker and Mr. Alexander Glen Finlaison, as to the sufficiency of the subscriptions to the above-mentioned Amalgamated Society of Carpenters and Joiners, and the Society of the Amalgamated Engineers, to answer the several purposes, benevolent and other, for which the subscriptions purport to be received.

Mr. Tucker, 6405–6538, 6763, 7232–7268, and Appendix to Fourth Report.
Mr. Finlaison, 7690–7705, and letter of 25th September 1867. Appendix to Sixth Report.

We examined Mr. Rupert Kettle, a county court judge, as to his experience of the success of arbitration as a means of alleviating the evil of strikes, and adjusting differences between bodies of workmen and their employers, 6985–7231.

We also examined Mr. Anthony John Mundella, M.P., a hosier at Nottingham, especially on this subject, 19,341–19,480, 19, 679–19,715.

We examined Mr. George Potter, President of the *London Working Men's Association*, 303–571; and

Mr. R. S. Danter, who was appointed by the executive council of the *Amalgamated Engineers' Society* to go to Sheffield with Mr. Odger, the Secretary of *the London Trades Council*, after the Hereford Street outrage there, 7594–7625.

Organization and Proceedings of Trades Unions.

Organization.

(17.) The organization and rules of the trades unions vary in the different societies. There is in general a central association with a number of branches, or district unions, or lodges as they are sometimes called. Some of these are situate in the same town with the central union; others in different parts of the United Kingdom, and, in one instance at least (the *Society of the Amalgamated Engineers*), there are branches in Your Majesty's colonies, on the continent of Europe, and in the United States of America.

Extension of area. Branch unions.

(18.) It is a part of the policy of the trades unions, by this association of unions, to extend the area of their operations as far as practicable, and thus to increase their power as well in dealing with the employers of labour as in exercising control over their fellow workmen who stand aloof from the union. Each of the branch or district unions, though having a separate government of its own, is for certain purposes subject to the control of a general committee or central council, composed of delegates or officers elected by the general body, and meeting commonly at the seat of the principal union. It is in general the practice of the several district unions to make periodical reports to the central council of the state of trade, the rate of wages, and other particulars in their several districts; and with the information thus acquired the central council is enabled in the exercise of its assumed function of watching over the interests of the trade committed to its charge, to proceed with greater effect in controlling and directing the proceedings of any individual union, and, on fitting occasions, of wielding the whole power of the association by means of a concerted action among the several branches constituting the amalgamated union.

Periodical reports.

(19.) The information contained in the periodical reports may also be turned to account in equalizing the supply of labour in different parts of the country, and in some of the unions this object is attempted. Mr. Applegarth, the secretary to the Amalgamated Society of Carpenters and Joiners, says in his evidence (question 162), "when the "monthly returns come in on or about the 6th of each month I run down the reports to "find where men are wanted, and where men are out of employment. I then take the "earliest opportunity possible of writing to the secretaries of the towns where the men "are out of employment, to tell them where men are wanted, and we make a practice of "paying the railway or steamboat fare of the men who are out of employment, when we "send them to the places where men are wanted."

Government.

(20.) The government of the unions is in general vested, as to the district or branch union, in a committee and a local secretary of the branch, elected from time to time by its members; and as to the whole society, it is commonly vested in a general or executive council elected by the branches, and in a general secretary elected by universal sufferage of the whole society. Both the general or executive council and the committees of the several branches are required to govern themselves in conducting the affairs of the society by the rules agreed to by the society; and where these are silent they are to act according to the best of their judgment.

Conditions of membership.

(21.) The conditions subject to which the members are admitted to the society vary in the different unions; it is in general required that the candidate shall have served an apprenticeship of five years to the trade to which the union belongs, or at least shall have worked at the trade for five years. There is in general a limit to the age at which a candidate can be admitted, and an entrance fee is exacted varying to some extent in amount according to his age when admitted.

Income and expenses.

(22.) The expenses of the society are defrayed from these admission fees, and from a stated weekly (or sometimes monthly) payment exacted from each member; and

occasionally when extraordinary expenses have been incurred (generally occasioned by strikes) from levies made upon the members by order of the governing body. Another source of income is derived from the fines imposed on the members from time to time according to the rules of the union. Viewed in the light of an insurance fund for the benefit of the members of the society, its amount or value is moreover increased from time to time by the forfeiture of whatever share of the fund may be supposed to belong to members expelled for disobedience to the orders of the society, or who from other causes cease to be members.

(23.) The weekly payments vary in amount in the different trade societies. In some cases the payment is made in two divisions; a payment for what are called benefit purposes, and a payment for trade purposes. In others there is one payment only for both purposes without distinction; and where the weekly payment is in two distinct portions, it does not appear, so far as our information extends, that separate accounts are kept in respect of the two funds. In some of the societies the weekly and other payments are the same throughout all the branches, and the funds of the society in its different branches are equalized once a year. In others the payments vary in different localities, and the funds of the different branch unions are kept distinct under the management of the local committees.

Index to rules, evidence, &c.

(24.) We have caused such of the documents as have been furnished to us, showing the organization, rules, and other particulars relating to the several unions whose officers have been examined by us, to be, so far as has been found practicable, tabulated and inserted in the Appendix to this Report, together with a full index to the evidence of all the witnesses whom we have examined.

(25.) Although it has not been in our power, within the time at our disposal, to inquire into even a considerable proportion of the whole number of trades unions within the United Kingdom, we believe, nevertheless, that the results of our inquiry into the constitution and proceedings of those unions which we have been able to investigate, are such as to enable us fairly to judge of the general character of the constitution and proceedings of the whole number.

Objects of Trades Unions and Method of Attainment.

(26.) The objects of the Trades Unions are in general of a twofold character:—

Benefit societies.

I. *First.* Those of an ordinary friendly or benefit society, viz., to afford relief to the members of the union when incapacitated from work by accident or sickness; to provide superannuation allowances for members when incapacitated by old age; and a sum for the funeral expenses of the members and their wives. These, in the earlier history of these societies, were the main objects of their associating together.

Trade societies.

II. *Second.* Those of a trade society proper, viz., to watch over and promote the interests of the working classes in their several trades, and especially to protect them against the undue advantage which the command of a large capital is supposed by them to give to the employers of labour.

(27.) The objects last referred to are, in the great majority of the existing trades unions, the main objects of their associating together. It is, however, found desirable by the promoters of trades unions to join with these objects the functions of a friendly or benefit society. Additional members and additional funds are thus obtained; and the hold which the society has over its members is strengthened from the consideration that any member who should subject himself to expulsion for disobedience to the orders of the union, issued in what it deems the interests of trade, would thereby forfeit the superannuation and other benefits to which he would be entitled, it may be, from a long course of subscription, continued with the very object of securing to himself those benefits.

Trade purposes.

(28.) With respect to the trade purposes of the unions, the leading object is to raise the rate of wages and to limit the hours of labour. A further object is to bring about a more equal division of work among the members of the union, and its distribution among a greater number of workmen, and at a more uniform rate of wages, than would prevail under the influence of unrestrained competition.

Strikes.

(29.) The agency through which the trades unions endeavour to effect these purposes is of two kinds—direct and indirect. The direct agency is by means of what is termed a strike—a simultaneous demand on the part of the workmen of such concession as for the time being is desired from the employer, under a threat, express or implied, that if the demand be not complied with the men will quit work in a body. The strike is the

ultimate sanction, as between the workmen and the employer, to all the laws imposed by the union. It is the weapon which the workmen have in reserve, and which they hold out *in terrorem* to the employer. If the *threat* of a strike fails to produce the desired effect, the case is ordinarily brought before the governing body of the union, and, if the proposed proceeding is approved, the strike is organized and the men are called off work.

(30.) The conduct of strikes would seem to constitute an important part of the duties of the council of the union. In the case of the Amalgamated Society of Carpenters and Joiners, Mr. Applegarth, the secretary, informed us (question 55) that the number of strikes involving a large number of men are about 12 in a year. Speaking of the success which had attended the establishment of a branch union at Bradford in raising wages and shortening hours, he says (question 145): "Our men were continually agitating "in a very businesslike manner with their employers, and the result has been, as here "stated, that they have got their hours reduced and the wages increased." Their policy is to take advantage of a brisk trade to insist on a rise of wages, and when trade is slack they resist a fall (Applegarth, question 95, Allan, 857–861).

(31.) It does not appear that the workmen in general trouble themselves to ascertain whether the circumstances of the trade are such as to call for or admit of a rise of wages. It is with them rather a question of the relative strength of the two parties. It is assumed that the employer can afford the additional wages out of his profits, or, if not, that he can recoup himself by charging a higher price to the consumer. What may be the consequence to the individual employer of the pressure thus put upon him, or what the effect upon the trade, and, ultimately, upon the fortunes of the workmen themselves, seems, so far as can be collected from the history of the strikes which we have inquired into, to be a consequence too remote to be taken into account.

(32.) The indirect agency above referred to is of a more complex nature; but it will be found to resolve itself into— Restrictive rules.

1. An attempt to limit the number of workmen to be employed in any branch of industry, and so to create a monoply of labour with its attendant power to command a higher rate of wages.
2. To repress competition among the workmen themselves.

(33.) Men, if left to independent action, will, it is assumed, in the struggle for employment, by competition with each other lower the rate of wages at which they are willing to work; and also will be tempted by the love of gain to injure themselves by working long hours and overtasking their strength. It is deemed more for their interest, therefore, that they should by arrangement together refuse to accept less than a certain rate of wages or to work more than a limited number of hours, and should also resort to other expedients for distributing the work equally amongst them, and making it go as far as possible in furnishing them moderate employment.

(34.) The monopoly of labour is attempted to be effected by means of rules, or a practice tacitly adopted among the members of unions, limiting the number of apprentices to be allowed in a trade, and excluding from work as far as practicable workmen not belonging to the union. The limitation of the number of apprentices is not insisted on by all unions, but it is a matter to which some of them attach the greatest importance. This question and the question of the employment of boys to do work which it is urged by the unionists ought to be done by men has led to many disputes. Mr. Allan, the secretary to the Society of Amalgamated Engineers, one of the largest unions in the United Kingdom, and every way one of the most considerable, says (question 841) that the principal causes of disputes with employers during the last 10 years have been piece-work and the number of boys employed. Monoply of labour.

(35.) The right to limit the supply of labour in a given trade, and so to raise the rate of wages, is distinctly claimed by some of the unionists. Mr. Wilkinson, the secretary to the *Flint Glassmakers' Society of the United Kingdom*, says (qu. 18,717) the limitation of apprentices is simply because they consider that, as working men who have been brought up in the trade and devoted a number of years to learn it, they have a right to limit the supply in accordance with the demand. And Mr. Shreeve, the secretary to the *Printers' Machine Managers' Trade Society*, says (qu. 19,949), "The way in which we look at "this apprentice question is this—that we have served our time to a business, and we "wish to get a respectable living by it. We know that if there are four men to do two "men's work the wages must come down."

(36.) On the same ground objection is sometimes made to the employment of women in certain kinds of work. The *Manchester Warpers' Union* refused to allow the wife and

sisters of one of their members to warp. "It was against their rules," they said, "to "allow women to warp, for if women were introduced into their market the wages of the App. "men would be reduced."—*Report of the Manchester Examiners*, p. 21.

Monoply of a district.

(37.) Sometimes the monopoly of the work of a district is attempted. The *Manchester Brickmakers' Society* (as stated in the report of the Examiners into that district, p. 9) claim an extent of four miles round Manchester in every direction, an area of 120 square miles, as their peculiar district, within the limits of which they permit no bricks to be made except by Manchester union men, nor any bricks to be used except those made within the district. They accomplish the latter object by means of an alliance with the *Manchester Bricklayers' Union*, the members of which will not set any bricks not made within the above-named district. Levenshulme is claimed by both the Manchester and Stockport unions, and is a kind of debatable ground between them.

Repression of competition.

Piecework.

(38.) The chief expedients for repressing competition among the workmen are rules, or a tacit understanding prescribing a *minimum* rate of wages to be accepted and a *maximum* number of hours to be worked by the members of the union, and prohibiting them from working overtime or taking piecework. The man who works overtime takes, it is alleged, so much from the common stock of labour, and thus injures the rest. The man who takes piecework, besides that he gets more than his share of the common stock of work, is apt to show what may be done by skill and industry, and so raises the standard of expectation on the part of the employer.

(39.) The rules against piecework are, by the advocates of trades unions, attempted to be justified on the ground that piecework, where quick despatch becomes the main consideration of the workman, is apt to lead men to hurry over their work in a slatternly manner, and so results in inferior workmanship, which, when finished, the employer has no means of checking or testing. It is in the interest, therefore, as they allege, of the employers and the public, not less than of the workmen, that they object to piecework. The employers, however, by no means accede to this view. Their opinion is almost universally in favour of piecework wherever the circumstances of the work admit of its adoption. Mr. Robinson, the engineer of the Atlas Ironworks at Manchester, in commenting on the statement of Mr. Allan, the secretary to the *Society of Amalgamated Engineers* (qu. 678), that as a general rule piecework is inferior, and (qu. 19,088) that in places where piecework is worked there is a tendency on the part of the men to slide over the work, says (qu. 19,089), "The plan of doing piecework in an establishment like "ours, and in Whitworth's and Beyer's, has led to such a reputation for our work that "we can get a higher price than other firms," and (qu. 19,090) "it is far easier to check "the quality of work done in a properly organized establishment than it is to check the "quantity of work."

Other modes of interference.

(40.) Other expedients of a minor character, and having the same object in view, are rules, or a tacit understanding existing in some unions, confining each class of workmen strictly to their own division of labour, restricting, *e.g.*, the mason from on any occasion setting or displacing a brick, or the bricklayer a stone, or either of them from doing any portion of the work which belongs to a plasterer; and rules against what is called *chasing*, *i.e.*, prohibiting the leading man, where several workmen are working in line, from proceeding at more than a moderate rate, and rules limiting the number of bricks to be carried in a hod, and prohibiting the carrying of bricks in a wheelbarrow; prohibiting the working of stone at the quarry, and the like; matters which, although they may have the appearance of being of minor importance, are vexatious and harassing to the employers, and are sometimes attended with great inconvenience and loss.

(41.) Some of the instances brought under our notice, in which the rules of trades unions interfere with employers in the mode of conducting their business, are of a more extravagant character, such for instance as the following: (Qu. 3454) The Bricklayers' Society, at Manchester, interfere to insist that a Manchester builder, constructing a railway station at Bury, should take at least half the men from Manchester. (Qu. 3416) The National Association of Plasterers interfere to require an employer, whose head office was at Manchester (although he had a branch office at Bolton), to pay Manchester wages for a job at Bolton.

(42.) It is not pretended that in framing the rules any regard is had to the convenience of the employer. "The rules," says Mr. Conolly, a member of the Stonemasons' Society, a leading man among the unionists (qu. 1349), "are made for men, not for "masters; we do not take masters into the account at all in the arrangement of the

" matter; we merely look upon them as men who step in with their capital and who want " to get the greatest profit they can out of their capital, while we want to get the greatest " profit we can out of our labour; and we find that by an arrangement of this sort, " without depriving society of the advantage of the skill of its members, we can gain our " object."

(43.) We propose, in a later part of this Report, to enter more at large into the question of the character and object of these rules, and their effect on the well-being of the workmen and their employers, and on the trade and industry of the country. See paragraphs 97 to 128 and 145 to 156.

Associations of Employers.

(44.) The associations of employers, to which our attention is directed by Your Majesty's Commission, are of a different character from the associations of workmen hitherto referred to, and which, for convenience, we shall speak of as " trades unions." The associations of employers are comparatively very few in number, and have, in general, been formed merely for the ordinary regulation of their respective trades and for the purpose of self-defence against the proceedings of the trades unions. The employers cannot fail to see the advantage which the trades unions, in the conduct of strikes, may have in attacking the employers in detail. The strike is with this view directed against a single employer, the workmen on strike being supported by those still in the employment of other masters; the intention being, on the success of the first strike, to take those other masters in succession. To defeat this policy the employers resort to such expedients as they deem best adapted for their own protection. The ordinary course is to form an association of their own, in which they agree, in the event of a strike against any one, to close the workshops of all, (commonly called " a lock-out,") and in some cases, by a rateable subscription among themselves, to give pecuniary assistance to the employer against whom the strike is directed. These associations are commonly of a temporary character, and are dissolved so soon as the contest of the workmen that has given rise to the association has come to an end.

(45.) Another purpose of association among certain classes of employers, the iron and coal producers especially, is to meet together from time to time to settle a scale of prices which are to be deemed the current prices, for the time being, of their productions.

(46.) The associations of employers appear to be wholly of a voluntary character; no instance having been brought under our notice in which any attempt has been made to coerce any employer not desiring to join the association, or to interfere in any way with such members of the association as may choose to sell their products at a lower than the regulated price.

Legality of Trades Unions.

(47.) With regard to the legality of trades unions as at present constituted, it is to be observed that prior to the Act of the 5 Geo. IV. c. 95, any such concerted proceeding on the part of the workmen as a strike would have been an unlawful combination punishable at common law by fine and imprisonment, and a union or association of workmen for raising funds to support the men engaged in such a strike would have been an unlawful association. 5 Geo. IV. c. 95.

(48.) The Act of the 5 Geo. IV., which exempted from punishment the parties to such a combination when not attended with violence, was itself repealed by the 6th Geo. IV. c. 129. This Act had a much more limited operation than the Act so repealed. It did not go further than to exempt from punishment, either by statute or at common law, persons meeting together for consulting upon and determining the *rate of wages* which the persons *present at the meeting* should demand for their work, or the *hours that they should work;* and it contained a similar limited exemption with respect to persons entering into an agreement for the same purpose. With this limited exemption it left the common law in force as before. 6 Geo. IV. c. 129.

(49.) None of the trades unions, so far as they have come under our observation, have attempted to give a wholly legal character to their association by confining the application of their funds in support of men on strike to the limits within which alone combinations are legalized by the Act of the 6th Geo. IV. They all tacitly or openly contemplate generally the application of their funds in the support of men engaged in a strike for the purpose of enforcing some decision come to by the union in what they deem to be the interests of trade. Many such strikes would be unlawful combinations at common law, and would not be relieved by the statute. Position of their funds.

(50.) Again, the rules above adverted to, imposing restrictions not only on the members of the unions, but also on the employers of labour in their mode of conducting their business, such, for example, as those relating to the number of apprentices to be employed, the taking of piecework, working overtime, working with men not members of the union, and the like, are either expressly adopted or are tacitly acted upon more or less by nearly all the trades unions throughout the United Kingdom, and being what the law deems in restraint of trade, are such as to make those unions unlawful associations.

(51.) It may be assumed, therefore, that the trades unions with very few exceptions have, by their rules and proceedings, placed their funds, notwithstanding the facilities afforded by the Act of the 31 & 32 Vict. c. 116. for prosecuting their officers who may be guilty of larceny or embezzlement, more or less beyond the protection of the law; and they are not relieved by the clause in the Friendly Societies Act applicable to trades societies (18 & 19 Vict. c. 63. sect. 44), since that section applies only to societies established for purposes not illegal.

(52.) This is a state of things which we think ought not to be allowed to remain, and which brought, therefore, to the consideration of that part of Your Majesty's Commission we are directs us to suggest any improvements to be made in the law with respect to trades unions.

Right to combine.

Right of combination.

(53.) With regard to the general question of the right of workmen to combine together for determining and stipulating with their employer the terms on which only they will consent to work for him, we think that, provided the combination be perfectly voluntary, and that full liberty be left to all other workmen to undertake the work which the parties combining have refused, and that no obstruction is placed in the way of the employer resorting elsewhere in search of a supply of labour, there is no ground of justice or of policy for withholding such a right from the workmen. It cannot be doubted that a demand backed by the resolution of a large body of workmen to decline work if the demand be not acceded to, comes with more force than that of an isolated workman; and we think that the workmen may reasonably claim to be allowed any advantage which they can derive from such concerted action in bargaining with their employer from time to time as to the terms on which they will dispose of their labour.

Bargaining.

(54.) In every bargain there is more or less a struggle between the buyer and the seller; the seller desiring to get as much as he can, and the buyer to pay as little as possible; but as between the employer and the workman there is in general this advantage on the side of the employer, that he can more easily wait, *i.e.*, can hold out longer than the workman. Moreover, the holding out singly of any one workman of a large number does not much affect the employer; his works go on, though perhaps not in complete efficiency, until a further supply of labour is obtained; but the workman is generally in such a position that he must starve unless either he accept the terms offered, or is able speedily to find work elsewhere. He in general cannot wait. It is to redress this inequality that the power of combining is demanded by the promoters of trades unions.

Non-unionists.

(55.) But upon the same principle and for a precisely similar reason we think that, whilst conceding to such workmen as desire to exercise it an extended right to combine against their employers, especial care should be taken that an equal right be secured to those workmen who desire to keep aloof from the combination to dispose of their labour with perfect freedom as they severally think fit. The power of working, and consequently the value of a man's labour, varies in different individuals according to their strength, their skill, and their industry. The workmen who think it for their advantage to combine together in the disposal of their labour have no more right to constrain any other workman who does not desire such association, to combine with them,—to bring his labour into common stock as it were with theirs,—than an association of capitalists would have to constrain an individual capitalist to bring his capital into common stock with theirs; and it is the more important that the law should protect the non-union workman in his right freely to dispose of his labour as he thinks fit, because, standing alone, he is the less able to protect himself. Whilst, therefore, we are prepared to legalize voluntary combinations to the extent above proposed, we cannot too strongly express our opinion that the existing law, in so far as it aims at repressing all coercive interference with the freedom of others in disposing of their labour, should be in no degree relaxed.

Classes requiring protection.

(56.) We do not attach any weight to an argument, sometimes adduced in favour of the right of combination, viz., that such a power is required for protection of the workmen

against the use by employers of dangerous machinery, for resisting the truck system, and for protecting women and children. These are, we think, matters to be regulated by law, so far as regulation is required, and it has not appeared to us that any amendment of the existing law on these points is called for. It will be observed that a power of combination such as we are disposed to sanction would enable the men in a body to decline to work for any employer to whose service they might object on the ground that his dangerous machinery was not adequately protected, or that he adopted the truck system, or that he improperly employed women and children, and thus to enforce a due observance of the existing law.

Office of the law.

(57.) All that it appears to us the law has to do, over and above any protection that may be required for classes unable to protect themselves, such as women and children, is to secure a fair field for the unrestricted exercise of industrial enterprise. It should recognize the right in the labourer to dispose of his labour, the capitalist of his capital, and the employer of his productive powers, in whatever manner each of them, acting either individually or in association with others, may deem for his own interest, and that without reference to the question whether he is acting wisely for his own interest or advantageously for the public, or the contrary. The interest of the public will be best consulted by allowing each of these parties to do what he thinks best for himself without further interference of the law than may be necessary to protect the rights of others. The evil of attempting to guard any of these classes from the effects of their own ignorance or folly would, in our opinion, be greater than any advantage likely to accrue from such an interference.

Abuses of Combination.

(58.) We do not conceal from ourselves that a power of voluntary combination, such as we have proposed to sanction, is liable to abuse. The consciousness of possessing such a power will no doubt sometimes lead workmen to insist on unreasonable demands, which the employer, rather than undergo the loss and inconvenience of a stoppage of his works, will be induced to submit to temporarily, it may be ultimately to the ruin of all his prospects in life if he be a person of small capital with heavy engagements on his hands. That this has hitherto been the case, sometimes with results most disastrous as well to workmen as to employers, there is abundant evidence before us to show.

Exaggerated notion of the power of unions.

(59.) But this is not always the character of the strikes; and although it be true that ultimately and permanently the rate of wages must be governed by the law of demand and supply of labour, it is also true that trades unions may have, and there seems good reason to believe that of late years they have had, some influence in bringing up wages to that rate more speedily than otherwise they would have attained. The estimate of their influence in this respect has no doubt been much exaggerated. It has so happened from the extraordinary increase of our trade, both foreign and domestic, the increased abundance of the precious metals, and other causes—causes that would have operated without the intervention of unions and strikes—that the rate of wages generally, it may be nominally only in many cases, has risen considerably during the last 12 or 15 years,—a period coincident with the great growth and spread of trades unions; and hence a very exaggerated notion of the influence of those societies in bringing about a rise of wages has grown up among the working classes. They have been led to believe that the rate of wages is a matter dependent wholly on the pleasure of the employer, and that all that is necessary in order to enforce at all times a high rate of wages is that the unions should be strong enough to put on the requisite pressure. It is not therefore to be wondered at that the workmen should have been too ready at the call of their leaders, often more zealous than enlightened, to engage in strikes, some of which have been of the most unreasonable character, and which, if successful, would have ended in the ruin both of workmen and employers.

Injudicious exercise of powers.

(60.) Many instances have been brought under our notice of ill-advised strikes for wages, and other undue interference of unions of workmen with employers in their mode of carrying on their business, resulting in loss and suffering to the workmen not less than to the employers. Mr. Samuda, M.P., an iron shipbuilder in the Thames, has described to us the disastrous effects both to employers and workmen resulting from the excessive power of the unions, and what he deems an unwise exercise of that power in insisting upon a rise of wages where the circumstances of the trade did not admit of it. He says (qu. 16,712), "By degrees the men have become the parties who have fixed the wages, "and the masters have been ignored in the matter altogether, and now we have no power "in fixing men's wages in all those departments in which they belong to unions; we must

" submit to pay them that which they consider or which their unions fix upon as the " price, and they in fact are the masters of the situation and not ourselves." He says (Qu. 16,747) that every establishment that was in existence as an iron shipbuilding yard on the Thames when he began to build in 1851, and several that have started since, have either broken down, failed, or given up because they could not make money, yet that during this period the workmen obtained a rise in wages to the extent of 15 per cent., under the belief that the undertakings were profitable and that the workmen were not getting their fair share of the profits. He says (Qu. 16,749) that these concerns failed for more than a million, which according to his calculation would represent about 15 per cent. on the wages paid by those concerns during that period.

Not a ground for withholding the right.

(61.) These, no doubt, are serious evils, but they are evils necessarily incident to the exercise of this kind of power by the working classes; and they must we think be left to the correction of increased experience and growing intelligence. Whether these evils may be in some degree alleviated by a voluntary system of arbitration, or by the institution of conciliatory meetings of workmen and employers such as have been established at Nottingham and some other places, we have considered in a later part of this Report. We do not think they form any sufficient reason for withholding from the working classes the right of combining together for conducting their dealings with their employers, and of striking work in concert when they see fit, provided that the combination and the strike are voluntary, and that no contract is violated, and the rights of no other persons are interfered with.

(62.) But a strike of this legitimate character is not sufficient for the purposes of the unionists. They are not satisfied merely to be able to deal on equal terms with their em ployers, so as to be able to command at all times the fair market rate of wages. This a power of combination such as we have proposed would enable them to do. If at any time the market rate of wages had really risen they would be able to enforce their claims to the higher rate by legitimate combination, since the employer would not be able to get his work done on lower terms elsewhere. But they are not satisfied with this. They will not even allow the market rate to be ascertained in the only way in which it can be ascertained, viz., by free competition among those who have labour to dispose of. They assume that the profits of the employer will admit of a higher rate of wages, and if not, that he can recoup himself by charging a higher price to his customers. The question with them is simply whether they are strong enough to enforce a rise.

Profits and Wages.

(63.) It is no doubt understood among the more intelligent of the working class that there is a limit beyond which the employer cannot afford to go, *i.e.*, beyond which it would no longer be worth his while to invest his capital in the business in which he is engaged; and that if the workmen should succeed in forcing up wages beyond this limit, they would defeat their own object, for that the work would be discontinued, and they would be left without employment. But this is a consideration too remote to have much practical effect on the proceedings of the workmen. Moreover, there are, it is contended, in all employments, certain periods, especially during the early stages of an extraordinarily brisk trade, when the employers, or some of them, are making more than the average rate of profit; when they are making such an amount of profit as would admit of their paying more than the market rate of wages without losing the inducement to continue to carry on their business. In this case, as well as in the case of the employer who by reason of his superior skill and energy is making more than the average rate of profits, it is no doubt possible, if the combination be powerful enough, to extort a higher than the market rate of wages; that is to say, to insist on sharing this extra profit. This, say the advocates of trades unions, is the debatable ground on which the battle of labour is to be fought. It is the object of the men to share at least if not to obtain the whole of this profit.

(64.) There appears to us no reasonable ground on which the claim of the workmen to a share in the profits beyond the fair market rate of wages can be sustained. They cannot claim it on the ground of partnership. Partnership is matter of voluntary agreement; and the men have no more right to insist on being taken into partnership, even if they were able to undertake its obligations and its risks, than they have to insist on being employed as workmen on terms that the employer does not consent to.

(65.) But they are not in a condition to enter into a partnership as that word is generally understood. They have not the necessary capital. The ordinary workman cannot wait

until the profits, if any, of a partnership are realized, nor can he contribute his share of any loss that may be incurred. To him an immediate daily or weekly payment, not contingent on profits, is a necessity. Being without capital his labour is of no value except to earn wages, and the only question is as to the amount of the wages. Whether, upon the principle on which co-operative stores have been conducted, in some cases with eminent success, or upon that of a joint stock capital with shares of small amount, and in which inducements are held out to the workmen to invest their savings in the way that has been attempted by the Messrs. Briggs in their Whitworth and Methley Collieries, something may not be done towards placing the relations of the workmen to the employers—of those who furnish the manual labour to those who furnish the capital and conduct the works—upon a more satisfactory footing, is a matter well deserving of careful consideration. We shall revert to this subject in a subsequent part of this report. Hitherto the plan of Messrs. Briggs has not in general met with favour from the trades unions. They persist in looking on capital as the oppressor of labour, and all their efforts are directed to strengthening their hands so as to be able to fight what they call the battle of labour against capital with greater success.

(66.) Having nothing but their labour to dispose of they are not content to be able to bargain with every fair advantage for what their labour is worth—its value in open market. They insist that if at any time the profits of the employer would admit of his paying more than the market value of labour, he ought to be constrained to do so. He is to make over to the workmen a share of his profits in the shape of an increase of wages, not because the labour is worth more, but because having, by his skill and enterprise and command of capital, made larger than ordinary profits, he can afford to pay more, and they are strong enough to compel him to do so.

Picketing.

(67.) This, however, cannot ordinarily be done by a strike legitimately conducted, *i.e.*, merely by declining to work in a body, unless the stipulated wages be agreed to. It is necessary not only that the men should themselves decline work, but that they should take effectual means to prevent other persons undertaking the work which they have declined. The labour market must be closed against the employer. Here at once the combination and the strike cease to be legitimate—the rights of others are violated—the rights of the other workmen who are prevented from disposing of their labour, and the rights of the employer who is debarred from free access to the labour market.

(68.) The ordinary mode in which it is attempted to make this illegal combination effectual is by means of the system known as picketing, which consists in posting members of the union at all the approaches to the works struck against for the purpose of observing and reporting the workmen going to or coming from the works; and of using such influence as may be in their power to prevent them from accepting work there. Picketing.

(69.) It is alleged that instructions are given to the pickets to confine themselves to a mere representation of the case of the union promoting the strike, and to use argument and persuasion only, without resorting to violence, intimidation, or undue coercion; but although such instructions may be given, it is hardly in human nature that the pickets, who are interested parties, and who are suffering the privations incident to the strike, should always confine themselves within the fair limits of representation and persuasion in dealing with men whom they see about to undertake the work which they have refused, and thus to render the strike abortive. Accordingly experience shows, and the evidence before us leaves no doubt on our minds, that during the existence of a strike workmen desirous to accept work are, through the agency of the pickets, often subjected to molestation, intimidation, and other modes of undue influence, and are in effect prevented from obtaining employment.

(70.) This was in a remarkable manner made evident in the case of the London Tailors' strike in the spring of last year, where proceedings were instituted in the Central Criminal Court against some of the men who had taken an active part as pickets, or in organizing the system, and who were convicted. The fact is that pickets whilst keeping within the letter of the law as to outrage and intimidation, as the better conducted of the unions profess that their pickets are instructed to do, may almost as effectually work on the fears of the timid either directly or through the female members of their families, and prevent them from exercising their freewill in the disposal of their labour, as if they threatened violence, and in this way the influence exercised by the unions becomes a tyranny of the worst sort.

(71.) The mere fact that in order to render a strike effectual it is necessary to resort to the system of pickets, affords conclusive evidence that the strike is not altogether a voluntary proceeding; and that it wants the character, therefore, which alone can render it a combination such as ought to be tolerated by law.

So far as relates to members of the union promoting the strike, the pickets cannot be necessary if the members are voluntarily concurring.

So far as relates to workmen who are not members of the union, it is an interference with their right to dispose of their labour as they think fit, and, therefore, without justification; and

So far as relates to the employer, it is a violation of his right of free resort to the labour market for the supply of such labour as he requires.

(72.) The notion of undue coercion is, therefore, essentially involved in the system of picketing; and, considering its liability to abuse, even if conducted in the least objectionable manner, and bearing in mind the paramount importance of protecting the workman in the free disposal of his labour, and the employer in unrestricted access to the supply of labour wherever it is to be purchased, we have no hesitation in expressing our opinion that picketing ought to be sternly repressed by law.

PROPOSED LEGISLATION.

Combination. Picketing.

What combinations lawful. Bill.

(73.) With regard to the general question of the right of combination among workmen, we are prepared, in accordance with the principles above stated, to recommend that a Bill be brought in so far relaxing the existing law as in substance to enact, with a single exception presently to be stated, that no combination of workmen, whether members of a trades union or not, for the purpose of determining among themselves, or of stipulating with any employer of labour, the terms on which only they will consent to work for him, shall be deemed an unlawful combination, provided that in giving effect to such determination the workmen so combining violate no contract, and that they abstain from all interference with the rights of other persons.

Threats.

(74.) The Bill should also provide that the communication to the employer of the determination come to by the parties to any such combination shall not be deemed an unlawful threat.

Proviso as to rights of others.

(75.) In explanation of the proviso that the workmen "abstain from all interference with the rights of other persons," we think the Act might properly declare that any molestation of other workmen for refusing to join such combination, and any molestation or obstruction of other workmen, or of any employer of workmen, for the purpose of hindering such workmen from obtaining work, or such employer from obtaining a supply of labour, shall be deemed an interference with the rights of other persons within the meaning of the Act.

(76.) We think, also, that any refusal to work for an employer on the ground that some particular workman or class of workmen is employed by him, and with intent to prevent such workmen being so employed, should be deemed an interference with the right of such workmen within the meaning of the Act.

Combination against an individual workman.

(77.) It may, perhaps, be contended that some individual workman may be so objectionable as to afford a full justification to his fellow-workmen in refusing to work in company with him; and it is possible that this may be the case; but the power of combining to deprive the workman of the means of disposing of his labour as he thinks fit, and the employer of his right to employ such workmen as he thinks fit, appears to us so liable to abuse that we do not think that any exception should be attempted to be made to this proviso. It is a mere question, it will be observed, whether we should give for this purpose a power of combination not at present allowed by law. Such a power may be perverted to purposes of oppression of the most mischievous character; as, for instance, when directed against the foreman of a workshop for doing his duty to his employer in some matter displeasing to the workmen. Numerous instances were brought under our notice of vexatious interference with employers, requiring them to dismiss from their service men who had become obnoxious to the union on the ground suggested, or for disobedience to some rule of the union, or for refusing to join the union.

(78.) We should propose that the Bill should contain clauses relaxing in like manner the law applicable to combinations among employers for simultaneously closing their workshops, or for promoting other objects deemed by them to be for the interest of the employers. Lock-outs and price lists.

(79.) The exception above referred to, which we think ought to be made from the power proposed to be given to the workmen of freely combining together, is in the case of the railway engine drivers. The public inconvenience that would result from the sudden stoppage of a line of railway in consequence of a strike among the enginemen without previous notice is of so overwhelming a character, that we think the public ought not to be exposed to the risk of its occurrence. And we recommend, therefore, that the proposed bill should declare that nothing therein contained shall make it lawful for any engine driver, stoker, fireman, or other officer of a railway company, acting in combination with others, or in pursuance of any combined action, to quit the service of their employer without the consent of such employer until after the expiration of one month's notice for that purpose, unless it be otherwise expressly stipulated in the terms of his engagement. Exception as to railway officers.

(80.) It appears from the report of the proceedings, and of the law laid down by Mr. Baron Bramwell on the trial of the persons engaged in the tailors' strike, above referred to, that picketing, as according to the evidence before us it is ordinarily practised, is a criminal offence at law; and it may perhaps be sufficient that the proposed bill should declare the law to be to the effect laid down by the learned judge on that occasion; but we think that no doubt should be allowed to remain that picketing is a criminal offence on the part both of the persons organizing or promoting the picket, and of the persons acting as picketers or otherwise taking an active part in enforcing the picket, and that it ought to be summarily punishable by fine and imprisonment. Picketing to be a criminal offence.

(81.) The above are the amendments of the law which we are prepared to recommend without reference to the question whether the parties concerned are members of a trades union or not.

Registration of Trades Unions.

(82.) With regard to the existing trades unions, we think that, subject to certain conditions, to be presently stated, they should be relieved from their present anomalous position, and that means should be afforded them of registering themselves, and of thereby acquiring facilities for the control of their officers and for managing their affairs, similar to those enjoyed by friendly societies under the Act of the 18 and 19 Vict. c. 63. Registration of existing unions.

(83.) We have stated our opinion that as at present constituted, and as their affairs are now conducted, the whole, or nearly the whole, of these societies are deprived of the protection for their property and of the facilities for conducting their affairs, which ordinary benefit or friendly societies enjoy under the 18 and 19 Vict. c. 63. Trades unions at present beyond the law.

(84.) As many of the rules and byelaws of the trades unions are framed in defiance of the well-established principles of economical science, and tend to restrict the free action of those principles on which depend the well-being and progress of society, and as, moreover, they appear to us to be not less injurious to the working classes themselves than to the employers of labour and the public generally, we are unable to recommend any relaxation of the existing law with respect to them further than this, that we think that a technical difficulty at present impeding the formation of such societies might be removed by providing that no trades union registered under the Act should be deemed an illegal association by reason merely that its rules are in restraint of trade; at the same time declaring that all rules designed to effect certain purposes deemed objectionable as being an interference with the rights of others and at variance with public policy, to be defined in the Act, should be deemed void, and that all expenditure of the funds of the union for effecting the objects of any such rules should be deemed a misapplication of their funds. Rules in restraint of trade.

(85.) We see no other mode so convenient as this of bringing the existing trades unions, which are extremely numerous throughout the country, within the scope of the Act. To impose, as a condition of their admission, that they should so recast their rules as to bring them into a shape to be approved by a public officer, or such as their legal adviser could safely advise them were not in restraint of trade, would, in the greater number of instances, be an insuperable bar to their being registered at all.

Registration.

(86.) We should therefore propose to empower any trades union now existing, or hereafter to be formed, willing so to do, to register under the Act, and to obtain thereby like special facilities for the protection of their property, the control of their officers, and for settling disputes between the society and its members as are enjoyed by friendly societies under the Act of the 18 & 19 Vict. c. 63.

Friendly societies.

(87.) As friendly societies are admitted to the benefit of the Friendly Societies Act only on condition that their rules be approved by the Registrar appointed under that Act, some objection may perhaps be felt to admitting trade societies, in so far as they are also benefit or friendly societies, to the benefit of registration without their submitting to this ordeal. Many of the trade societies are, it is said, prepared to do this; and it may be right to make some distinction between those societies which have the approval of the Registrar of Friendly Societies and those which have not that approval, in order that the latter may not obtain the credit which belongs to a society having the approval of the Registrar.

(88.) One mode of accomplishing this object would be to require those trade societies which register under the proposed Act, without having the approval of the Registrar of Friendly Societies, to attach to their name, or to place at the head of their printed rules, the words "Registered for trade purposes only." And it may be desirable to allow no trade society, embracing also the objects of a friendly or benefit society which may be hereafter formed, to be registered under the proposed Act unless its rules be approved by the Registrar of Friendly Societies. We should have proposed that this restriction should apply to all societies combining the two classes of objects, were it not that the effect would be to prevent a very large proportion of the existing trade societies from registering; and on the whole we are of opinion that the advantage of bringing all the existing trade societies within the scope of the proposed Act is such as to outweigh the disadvantage of allowing trade societies to be registered which have not the sanction of the Registrar of Friendly Societies.

(89.) The Bill would contain incidental directions for printing the rules and depositing a copy, together with a list of the names of the members of the union and of its officers, and a statement of the funds then belonging to the union, and empowering the registrar thereupon to issue his certificate of registration conferring on the union the facilities above adverted to for the management of their affairs.

Unions voluntary associations.

(90.) The Bill would declare the unions to be voluntary associations, and the rules to be enforced by no other sanction than the imposition of fines, and ultimately by the expulsion from the association of members who persist in acting in violation of its lawful rules.

Rules in restraint of trade.

(91). The Bill, as explained above, would provide that no union so registered should be deemed an illegal association by reason merely that its rules are in restraint of trade, and would define the rules which were to be deemed void.

Rules and Byelaws.

Distinction between occasional combinations and rules in restraint of trade.

(92.) We think there is a wide difference between allowing workmen, whether members of a trades union or not, to settle in combination together, from time to time, the terms on which only they will consent to work, and allowing a permanent association of men to make byelaws and rules—to settle, by a kind of mock legislation, as it were, the policy of a trade—and to bind all the members of the association to act on this policy and to observe these rules, whatever may be the special circumstances of the case, and whatever may be their individual opinion at the time when the case arises.

(93.) The ground on which we approve of allowing a right of combination from time to time, such as we have proposed, is that we think the fullest liberty should be afforded to every workman to dispose of his labour in whatever way he thinks best for himself, and that he should be allowed to do this in voluntary concert with his fellow-men from time to time, if he thinks that he can turn it to better account in that way than by acting alone. On this ground we would allow the workmen to stipulate from time to time, with any employer of labour, a minimum rate of wages and a maximum number of hours of labour; to decline to work for any employer who takes apprentices, or to decline to work by the piece, or to set machine-made bricks, or to carry more than a limited number of bricks in a hod, or to carry bricks in a wheelbarrow, or to make any other stipulation, however unreasonable it may be. But we do not think that the trades

unions should be allowed to make byelaws or rules for regulating matters of this nature. We think the workmen should not be allowed to bind themselves for the future, so as to give up their right of judging and acting as they think fit on each occasion as it arises. We believe that an agreement between workmen, purporting so to bind themselves for the future, is void according to the existing law; and we see no reason to question the soundness of the policy which has dictated that law.

(94.) There is this additional reason why byelaws of this nature should not be sanctioned. Many of the workmen who join the union it is well known do not do so voluntarily. They would prefer that no such union existed, but, finding it established, they are induced to join it in order to escape the numerous annoyances to which they would be exposed by standing aloof. It is some alleviation of this state of things if, with respect to matters of which the policy is so questionable, and the advantage to the workmen so doubtful, liberty be reserved to the workmen of concurring in a combined movement or not, as, when the occasion arises, they may deem most to their advantage.

(95.) It is observable that what is aimed at in the rules deemed by us objectionable is not to give greater effect to the acknowledged right of the workman—his right to labour freely—by enabling him to do, in combination with others, what he may lawfully do individually; the object is to confer new rights on certain of the working classes, to create a monopoly of labour, and to impose trade regulations unknown to the law, for their benefit at the cost of their fellow-workmen, the employers, and the public.

(96.) If it is expedient that certain of the working classes should have these powers, they should we think be conferred directly by the Legislature. It is, indeed, on the ground that such powers have not been conferred on the unions by law, that some of those bodies, those in Sheffield especially, have attempted to justify the coercion which they habitually practised on independent workmen. We cannot, however, recommend any such alteration of the law. We see no reason why labour should be made an exception from the general system of free trade, which is now the settled policy of this country; a policy under which it has flourished in a degree unexampled in the history of the world.

Character of the existing Rules and their Effect on the Trade and Industry of the Country.

General character.

(97.) There is a considerable difference in the byelaws and rules of the several trades unions, some of them being of a more objectionable character than those of others. But they all have some features in common. They all of them, more or less, contemplate interference with the employers in their mode of conducting their business, and compulsory restrictions on freedom of labour; on the right of the employer to seek freely for labour wherever it is to be found, and the right of the workman to seek freely for work wherever it is to be found. The rules are not aimed merely at counterbalancing what is termed the undue power of the capitalist, that which is popularly looked upon as the master grievance under which the labouring man suffers; the unions assume that they can teach the workmen how best to pursue their own interests in the disposal of their labour. They assume, that under the protection of the unions, those interests will be better promoted than if the workmen are left each to do what he thinks best for himself; and on this plea they attempt to justify the greater or less degree of coercion which they employ in dealing with workmen who prefer to judge for themselves in disposing of their labour. The union, they say, represents the trade, and the workmen engaged in the trade owe obedience to it.

Monopoly of labour. Restriction on apprenticeships.

(98.) The two leading objects of the rules are those adverted to in an earlier part of this Report as being the indirect expedients of the unions for raising the rate of wages, and for making a more advantageous distribution of work among the members of the unions, viz., the creation of a monopoly of labour, and the repression of competition among the workmen. The attempt to create a monopoly in favour of the members of the union by limiting the number of apprentices, and admitting no members to the union (and consequently to the trade) who have not served an apprenticeship, is very general among the trades unions. The workmen, even the least intelligent (and these constitute the ruling majority in point of number), readily see that to limit the number of workmen in their own branch of industry is the way to raise wages in that branch. And it is, perhaps, not surprising that they look no further, but it is surprising that persons of more liberal education, and free from the bias of self interest, who assume the part of advocates and advisers of the trades unions, are not struck with the injustice of such a proceeding not less to those members of the labouring class who are thus shut out from a field of employ-

ment that would otherwise be open to them, than to the employers of labour who have to resort to dear labour for what might be done by labour comparatively cheap, and who may have to compete with other employers not subject to the same interference; to say nothing of the general public, the consumers who have to pay a higher price for their commodities than otherwise they would have to do. Besides, if one union may thus limit the number of workmen in their own trade, all may do it, and so there would be a continually increasing number of labourers left without employment, and who must be supported by the State. To support these unproductive labourers, savings, the source of all capital, must be expended, which otherwise might and probably would have been productively employed, thus withdrawing in each successive year a larger sum from the productive capital of the country, and diminishing in an increasing ratio the means of future employment.

(99.) Even in a selfish point of view, having regard only to the interests of the working men themselves, the attempt to create a monopoly of their particular branch of labour, and so to raise their wages, must prove abortive unless the demand for that labour were not liable to reduction, whatever be its price, or could not be supplied elsewhere. It is clear, however, that in so far as the consumers may be able to dispense with the products of the labour in question, or so long as they can obtain those products elsewhere at a cheaper rate, the effect of limiting labour in any given district, and thereby increasing the cost of production, must be to drive away capital, and diminish the fund out of which the workmen must be paid. But even if the wages fund were a fixed quantity, not depending as it does upon the cheapness of production and consequent profits, we see no ground on which monopoly of this nature in favour of certain classes of workmen, could be justified. To make the shares of some larger by shutting out others is manifestly unjust to those who are shut out, whilst the monopoly enjoyed by the members of trades unions must necessarily tend to pauperise the rest of the community of labourers.

Artificial distribution of work.

(100.) Next to the expedient for raising wages by creating a monopoly of labour in favour of the members of the unions, comes that of making such a distribution of the work among the members of the union, as that each may get as large a share of wages with as little inconvenience to himself as possible. It is assumed that the rate of wages may be determined, and the work distributed among the workmen more advantageously for themselves, according to the rules of the union than by the natural operation of competition, and the laws of demand and supply: the unions accordingly claim a right to dictate to the workman how he shall sell his labour, and to the employer how he shall conduct his business.

(101.) In justification of this interference it is urged that there will be a wider diffusion of prosperity if the wages payable for a given amount of work be divided equally between the workmen engaged on the job than if one or more, by greater skill or industry, gain a larger share than the rest. And this may be true for the moment. So there would be a wider diffusion of prosperity if the income of a rich man were divided between himself and a number of poor men. But in each of these cases, unless all parties are consenting, a wrong is done. The principle of property is violated. And in the former case, in addition to the wrong done to the more skilful and more industrious man, there is the wrong done to the employer, who is not allowed to conduct his business in the mode he thinks best, and to the community from the injurious effect of this interference on the prosperity of the country.

Repression of competition.

(102.) The trades unions object to competition on the ground that thereby—each workman bidding against his neighbour—the rate of wages is beaten down, and the men acting under the influence of this great incentive to exertion, the work is done for a less amount of wages in the whole than might be obtained if the men did not so compete. There is, therefore, less to be divided among the workmen in the shape of wages. Looking at the interests of the working men as a class, it is better for them, it is urged, that whatever can be obtained from the employer in the shape of wages should be so distributed among them as that each should get a fair if not an equal share, than that some should by greater skill or by extra exertion get a larger share than the rest. One of their advocates does not hesitate openly to avow, what they all more or less tacitly assume, that the workman who so conducts himself as to obtain a larger share of labour and wages than his brother workmen inflicts a wrong upon them, and that it is the legitimate object of the trades organization to make him feel this. In what way, in accordance with this doctrine, recalcitrant workmen have been made to feel the influence of the trades unions in some parts of the country may be seen at large in the evidence taken by the Examiners at Sheffield and at Manchester.

(103.) The first and most obvious objection to this arrangement is its injustice to the better class of working men. The labour of one man is worth more than that of another, and to say that the able and industrious workman, whatever be the necessities of his family, is not to be allowed to make the most of his superior skill and industry, but must bring his labour into common stock with that of the inferior workmen, is a manifest injustice to him. It is urged that no wrong is done if the abler man is an assenting party to the arrangement, and that is true; but in many cases he is not an assenting party, and where he is apparently concurring we know that very often he concurs unwillingly. He is not a free agent. He has been constrained to join the union in order to escape the multifarious annoyances to which a non-union workman is exposed in those neighbourhoods where trades unions are rife, and being in the union, he cannot disobey the orders of its rulers without being liable to expulsion, and the consequent forfeiture of all his beneficial interest in the union, besides being again exposed to the annoyances which surround a non-union man.

Injustice to the better workmen.

(104.) But apart from the injustice to the better class of workmen, the whole theory of the anti-competition advocates is founded on a fallacy. It rests on the erroneous supposition just now adverted to by us, viz., that the workmen in a particular district or country have a monopoly of labour, that the demand for that labour is not liable to reduction, and that a supply cannot be obtained at a cheaper rate elsewhere. It assumes that the work of the employer is a fixed quantity, not depending for its continuance on the cost at which it can be executed. This obviously is not the case. The amount of work to be done, and the consequent demand for labour from time to time, depends on the profit that can be made, and this depends on the cheapness of the work. It is inevitable that if wages be artificially forced up beyond what the profits will allow, *i.e.*, such an amount of profit as will induce the employer to continue at least if not to extend his business, (and the whole tendency of the trades union policy which we are considering is so to force up wages,) the consequence will be a withdrawal of capital from that branch of industry and a falling off in the demand for labour, and the workmen will be the first to suffer.

The theory unsound.

(105.) The prosperity of the workmen is intimately bound up with the prosperity of the employer; unless the employer is doing well it will soon go ill with the workmen, and the employer is never so likely to do well as when he is left freely to conduct his business in the mode he thinks most advantageous to himself. He knows best how the business can be carried on with success. The workmen have not the means of knowing this. And yet the whole aim of the trade regulations is to get the control of the business into their hands, and to dictate to the employers how it is to be carried on. The "tyranny of labour" has taken the place of the "tyranny of capital."

Employers and workmen in one interest.

(106.) What is to be desired is that neither capitalist nor labourer should tyrannise over the other, but that each should be left to make the best use he can of the faculties and endowments that belong to him. Mankind is so constituted that the advantage of the whole is best consulted by leaving each individual—employer or workman—free to do what he thinks best for himself, subject only to the general laws necessary for the protection of the community. In this way the skill and industry of the workmen are most fully developed, and the capital of the employer is used to the best advantage. In this way the greatest amount of commodities are produced in the cheapest manner. The employer is thus best able to compete with the foreign producer, and all classes ultimately share the benefit of the increased abundance and cheapness.

(107.) But there is another aspect of the question deserving of most serious consideration, viz., the effect of the rules restricting competition on the energy and skill of the working man. If this country is to hold its place among the manufacturing nations of the world, it can only be by keeping pace with the improvements of the age, and this it can never do except by holding out every inducement and affording every facility as well to working men as to employers to exert their utmost energy and skill, each in his own department, in the several branches of industry. Nothing is better adapted for this purpose than piece-work, wherever the circumstances of the business admit of its introduction. "Piece-work," says the intelligent manager of the Dowlais Ironworks "(Qu. 10,000), or payment by merit, is the means by which the possessor of natural or "acquired ability surpasses the man who is less gifted or less industrious, and by which "all improvements are brought about. Beyond everything, its tendency is to raise the "character of the workman, giving him a strong stimulus to improve himself, and "removing the necessity for watching that he works his full time and does not idle. "To pay all equally is to place all on the same dead level, and to remove any tendency "to progress." But piece-work is almost universally discouraged, and the general tendency

Effect on the workmen's energy and skill.

of the rules that we are considering is to repress individual energy and skill and to close the career to talent. The working man is, under the union, to forget himself in his class, and to postpone his family to his fellow-workmen. Instead of exerting himself to the utmost he is to do as little as he fairly can for his wages, in order that there may be more for the rest. He is to abnegate whatever advantages he may possess of strength, industry, and skill, and to renounce all hope of rising in the world.

Low wages better than starvation.

(108.) It may be, as the advocates of the trades unions allege, a lamentable state of things if our industrial supremacy can only be maintained at the cost of permanently low wages to the mass of the people, but even if this were true, which has by no means been shown, it will not be made less lamentable by shutting our eyes to the truth. It is better that the masses should get low wages than that they should starve, which is the alternative if that supremacy is abandoned whilst there is an excessive population requiring to be fed. The skilful and industrious workmen will in all cases, if they are left free to make the most of their powers, get comparatively good wages, and this, be it remembered, with the attendant incident of low-priced commodities; whilst to all the evil of comparatively low wages will in the long run be inevitably aggravated by all attempts to make an artificial multiplication and distribution of labour, such as is the aim of the trades unions as at present constituted.

(109.) No doubt it were much to be wished that the hours of labour should be moderate, and the pay good. But the way to secure these desirable objects is not to destroy the trade by which the workmen are supported. The first consideration is that the labourers should have the means of living. They can only be supported permanently by productive labour, and productive labour can only be permanently provided out of profits; and profits cannot be made without cheap labour. So that the whole scheme of short hours and high wages, with our present large population, which is an element in the case never to be lost sight of, would, if it could be enforced, end in the impoverishment and ultimately the ruin of the great mass of the people.

Foreign competition.

(110.) That the consequences to be apprehended from foreign competition, as affecting the demand for labour, are not an idle fear, is apparent from the very limited investigation which we have incidentally made into this subject. We have already called attention to, the evidence of Mr. Samuda on the effect produced on iron shipbuilding in the Thames by the trades unions insisting on a rate of wages which the profits of the trade would not bear. During the period referred to by him, foreign competition in iron shipbuilding has greatly increased. He says (qu. 16,757), "My greatest customers used to be, ten years "ago, even five years ago, France, Russia, Prussia, Egypt, and Turkey. I have had as "much as 700,000*l.* worth of orders for those different governments in my yard at one "time; but at the present moment France is competing with me and taking away my "Prussian orders; she is also taking away from me my Egyptain orders, and at this "moment there is in France no less than 380,000*l.* of work going on for two of those very "governments who have been my own customers for 15 years. They are now taking "that work away from me."

Ante, para. 60.

Mr. Samuda now employs only 200 workmen where he used to employ from 1,200 to 2,000. (Qu. 16,750.)

(111.) Mr. Mundella says (qu. 19,423), "I have known strikes to drive away trade, "and I have known strikes to introduce trade in other localities abroad." See also the evidence of Mr. Roden herein-after referred to, paragraph 122.

(112.) Mr. Robinson, the engineer of the Atlas Works at Manchester, has given important evidence on this branch of the subject with reference to the manufacture of steam engines, and other machinery (questions 19,019 to 19,046). He says (qu. 19,033), "We "have now competitors in almost every market in Europe, where before we had the "market in our own hands."

(113.) Mr. Beyer (a native of Saxony), partner in the firm of Beyer, Peacock, and Co., of the Gorton foundry at Manchester, says (qu. 18,933), "When I came to Manchester, "and for years after, we supplied the continent with locomotives. Now they do not want "us, and we can scarcely compete with them."

(114.) In the glass trade, Dr. George Lloyd, of the firm of Lloyd & Co., Birmingham, says (qu. 18,346), "Foreign competition is increasing daily almost. There are many articles "now which are introduced from the continent in flint glass which formerly were inad-"missible, partly because they were of inferior quality, and partly because they were "inapplicable to the English market and were more expensive. Now the quality is

"improving, and the cost of production and labour is greater in England than it is abroad." This is one of the trades in which the employers are especially hampered by the union rules respecting the number of apprentices.

(115.) In the hosiery trade, Mr. Mundella says (qu. 19,434), "In regard to our competition with France and Germany, I can recollect that only 12 years ago there was scarcely a steam-power hosiery machine in France; now they are making as good as we are."

Supposed analogies.

(116.) Various analogies have been suggested by the advocates of trades unions in justification of their restrictive rules.

Articled clerks.

The rule restricting the number of apprentices is attempted to be justified by the analogy of the law which restricts attorneys from taking more than two articled clerks. The difference between the two cases is this: that in the case of the articled clerks the law imposes the limit in the interest, as it assumed, of the public, not in the interest of the attorneys. If the law is bad, it should be repealed; but it affords no justification of the practice complained of.

Attorneys' fees.

(117.) So it is attempted to justify the practice of the trades unions in imposing a fixed rate of wages, by reference to the practice which restricts an attorney from taking more than the customary fees. But here again the practice referred to is one established by law; a law made in the interest of the public. There is no analogy between the cases.

Professional etiquettes.

(118.) Again, it is attempted to justify the interference of the unions with the workman's right to dispose of his labour as he thinks best for himself, by reference to the etiquettes prevailing among lawyers and physicians; but such an analogy is fanciful only; there is substantially no resemblance between the cases. No complaint has ever been seriously made on this head. No lawyer or medical man was ever prevented from making the most of his talents in the line of the profession which he had chosen. There is no limit to the numbers to be admitted to either profession, nor to the hours which they may devote to their professional labours. The freest competition exists among them, to the advantage of themselves and the public.

Public service.

(119.) Lastly, it is said that the rule prescribing a *minimum* of wages, and its tendency to bring about a uniform rate of wages, is nothing more than prevails in the army and navy, and in the public offices. But it is to be observed that the practice prevails in those departments of the State because those who have the administration of those departments find it convenient in the special circumstances of the service. The character of the service almost necessarily requires such kind of uniformity. The commercial employer of labour, on the other hand, finds it more convenient not to be governed by a rule of this kind, and he objects to have it forced upon him. He wishes to be at liberty to reward his workmen according to their qualifications and their merits.

Conclusion.

(120.) The majority of the working men, it may perhaps be assumed, prefer an easy life to a laborious one, and they readily concur in rules which they are led to believe will secure to them a fixed rate of pay, short hours, and constant employment. We think they are mistaken in supposing that these objects can be attained in the way they propose; but, however this may be, there can be no doubt that the workmen entertaining these views ought not to be allowed to control the more active and energetic men who object to being hampered by such rules—men who love work for itself, whose habit is industry, and who desire to make the most of the talents which they possess, and to improve their position in the world; and this is a matter that can the less be left to the correction of the further experience and growing intelligence of the working men, because, these rules being in favour of the less capable and less industrious workmen, who form the ruling majority in these societies, there is the less hope that they will be induced to make any change for the better.

(121.) We have no hesitation, therefore, in arriving at the conclusion, in the interest as well of the workmen as of the employers and the public, that all rules or byelaws of trades unions having for their object to sanction practices such as we have been considering ought to be declared void.

Void Rules.

Certain byelaws to be void.

(122.) The rules that we should propose to declare void would be, all byelaws or rules for accomplishing any of the following objects:—

a. To prevent the employment or to limit the number of apprentices in any trade.

b. To prevent the introduction or to limit the use of machinery or manufacture, or to interfere with the mode in which the employer conducts his business.

c. To prevent any workman from taking a sub-contract, or working by the piece, or working in common with men not members of the union, or otherwise working in such manner in all respects, and at such rate of wages, as he thinks fit.

d. To authorize interference in the way of support, control, or otherwise, by the council or governing body of the union, with the workmen of any other unconnected union when out on strike, or when otherwise engaged in any dispute with their employer.

Support of other unions.

(123.) With reference to the last-mentioned rule, we would observe that it is no violation of the principle which we have proposed to sanction, of allowing the utmost freedom of voluntary combination for settling the terms on which the men are willing to work for any employer, to say that persons residing at a distance, and who are not about to take part in the work, and who cannot be supposed to be so well acquainted with the circumstances of the case as those present on the spot, shall not be allowed to combine together to dictate the terms on which the work shall be taken. It cannot in any reasonable sense conduce to the free disposal of their labour by the members of a union situate at Birmingham, that their determination should be subject to be reviewed by an unconnected body of persons sitting in London. We have received abundant evidence of the mischief arising both to workmen and employers from this kind of interference, and we see no ground for relaxing the existing law on this point.

North Staffordshire strike.

(124.) A remarkable example of the evils resulting from the interference of trades unions with workmen not in their own district is afforded by the strike of the iron manufacturers in North Staffordshire in 1865, the history of which is detailed in the evidence of Mr. Roden (qu. 10,522 et seq.); a strike which, but for that interference, there seems good reason to believe would have been of short duration and comparatively innocuous; but, being influenced and supported by the workmen in other unions and districts, was continued for 20 weeks, throwing out of employment four times the number of men directly concerned in the strike; causing a loss to the district of not less than a quarter of a million of money, and ending in the diversion of a large portion of the iron trade to Belgium, from which it is at least doubtful if it can ever be recovered.

(125.) Mr. Roden states (qu. 10,586) that the operations of the unions in North Staffordshire on that occasion compelled Mr. Bates, the proprietor of very large works, finally to close his works, and that he himself and his partners had come to the determination that they would finally close their works rather than submit to the terms demanded by the unions, which they were convinced would lead to their ruin (qu. 10,610).

(126.) Mr. William Clay, the managing director of the Mersey Steel and Iron Works, at Liverpool, gives evidence (qu. 11,144 and following) of the arrival of a deputation from a union in Staffordshire at their works in 1863, prior to which unionism had been unknown there; and he describes the loss and inconvenience to which they were for some years exposed from the proceedings of the unionists, until they succeeded in excluding them from their works. He says (qu. 11,160), "The directors had come to the determination "that the works should close rather than have them carried on in the very unsatisfactory "manner in which they had been carried on for the past three or four years."

(127.) Mr. Charles Markham, the manager of the Staveley Iron and Coal Company's works, gives evidence of the attempt of delegates from a union from another part of the country to interfere with their men resulting in a strike (qu. 11,481 and following), and we have received a good deal of other evidence to the like effect. See particularly the evidence of W. Eley, the manager of the Swadlincote Old Colliery and the Cadley Hill Colliery, (qu. 12,325–44 and 12,362–7.)

(128.) The aid thus given by a union in support of a strike with which it has no connexion is not always confined to men belonging to a union in the same branch of industry with itself. Mr. Macdonald, the secretary to the Manchester Operative House Painters' Society, states (qu. 2328) that they would give aid to the ironworkers, for example, when out on strike, if they approved of their object.

We cannot doubt, therefore, that the practice of unions interfering in the disputes of workmen not connected with them is one which it is desirable to check.

Expenditure for Unlawful Objects.

Expenditure in support of void rules unlawful.

(129.) The Bill would, as we have suggested, provide that all expenditure of the funds of the union for giving effect to, or in any way furthering the object of, any such void byelaw or rule, or for giving effect to any resolution of the members of the union for effecting or furthering any object, a byelaw or rule for sanctioning which is under the Act

declared to be void, shall be deemed a misapplication of such funds, and that all expenditure of the funds of the union in support of men who have quitted work in furtherance of the object of any strike or other combination, not being such a combination as is therein-before made lawful, shall be deemed a misapplication of such funds.

(130.) It will be observed that there is nothing in these provisions to prevent the members of the union, or such of them as think fit, from stipulating by voluntary combination the rate of wages that they are to be paid, or the number of hours that they are to work, or from spending the funds of the union, so far as they extend and the rules allow, in support of the members of the union whilst on strike for enforcing any such stipulation. They would not, however, be able to compel any individual member of the union to join in any such combination, or to work at any other rate of wages, or for any other number of hours, than he thought fit. And any such compulsion, if exercised, would deprive the combination of its legal character, since it would no longer be a voluntary combination.

(131.) With respect, also, to matters which are the object of the rules or byelaws declared to be void, there is nothing to prevent any number of the members of the union from voluntarily combining together to stipulate such terms with their employers as they think fit, under a threat of quitting work in a body if their terms be not acceded to. The union could not, however, spend any part of its funds in support of the men who should quit work under these circumstances.

(132.) We entertain the hope that when the trades unions shall have been sanctioned by law, and such facilities afforded to them for the management of their legitimate business as may reasonably be granted, practices such as those just referred to, though not prohibited by law, yet being so far discouraged as that they cannot be enforced by the union, will with the growing intelligence of the working classes gradually cease; the more especially as it cannot be doubted that in an enlarged view of the interests of the working classes themselves they are injurious rather than advantageous to them. And when we bear in mind until how recent a period the protectionist policy now prevailing among the trades unions was generally advocated as sound by our commercial and manufacturing classes, though they are now almost universally condemned by them, we do not despair of a similar conversion on the part of the working classes.

Separation of Funds.

(133.) Hitherto it has not been the practice of trades unions, so far as they have come under our notice, to keep the funds subscribed for provident purposes distinct from those subscribed for trade purposes, and the former are necessarily placed in jeopardy. It appears from the evidence of the actuaries whom we have examined (see par. 16, ante), that two of the largest and most important trade societies in the kingdom, and which are in general looked upon as models in their constitution and management (the *Amalgamated Society of Carpenters and Joiners* and the *Society of Amalgamated Engineers*), are, as regards their engagements as benefit and friendly societies, already in a state of insolvency, and that a continuance of the present system of keeping their accounts and conducting their affairs must necessarily end in their being unable to keep faith with those members of the union who have subscribed to the funds in consideration of the superannuation and burial allowances promised to them. But without reference to the particular circumstances of any given society, it is obvious that there can be no security for solvency of any society which mixes up the funds designed as a provision for sickness, old age, and burial, objects for which the expenditure may be calculated with certainty, with the funds for supporting strikes, for which the expenditure must necessarily be uncertain and incalculable.

(134.) We should have thought it desirable, had it been practicable, that the two kinds of unions—the unions for benefit purposes and the unions for trade purposes—should be kept quite separate. But we have to deal with the great class of existing unions all over the country, where the two objects are invariably mixed up together; and these are if possible to be brought under the regulations of the Act. The only practicable course, therefore, it has appeared to us is to provide that the funds for the two distinct objects be kept separate, and each applied solely to the purposes for which it was subscribed.

(135.) We propose, therefore, that the Bill should provide that separate accounts be kept of the funds subscribed for trade purposes and those subscribed for benefit purposes; the accounts to be printed and a printed copy to be annually deposited with the registrar, Separate accounts of trade funds and benefit funds.

and that each of the funds be applied solely to the purposes for which it was subscribed, the general expenses of the management of the union being charged to the two funds respectively in proportion to the annual amount of such funds respectively.

(136.) Where no distinction is made in the weekly or other contributions towards the support of the union between contributions for benefit purposes and contributions for trade purposes, it would we think be right to provide, so far as may be reasonably practicable, that so much of the funds as would be required for the benefit purposes would be set apart for those purposes and kept distinct from the trade funds. With this view we would suggest that in the case supposed the Bill should provide that not more than one-third of the funds so contributed be applied to trade purposes, unless it shall have been certified by some actuary to be approved by the registrar, that less than two-thirds of the sums so contributed would be sufficient to answer the benefit purposes, and in such case such larger proportion of the sums contributed as shall be certified by the actuary may be applied to trade purposes.

(137.) We cannot doubt that it is the duty of the Legislature in giving special advantages to societies of this character to provide that at least the members of the society should have the means of knowing whether or not the society is spending for strike purposes funds that have been subscribed for a different object.

Remedy for misapplication of funds.

(138.) The Bill should, we think, give a summary remedy to any member of the union for correcting any misapplication of the funds of the unions, and for making the peccant parties personally liable, by application to two justices (or to a county court judge), with incidental power to the court to call for the particulars of any expenditure the lawfulness of which is called in question, and to enforce the production of the books and accounts of the union in question.

Provision where separate accounts have not been kept.

(139.) With regard to those unions which may register under the Act, and which have hitherto kept separate accounts of their funds, we see no method by which a retrospective adjustment of the two funds could be made, so as to settle with any approach to accuracy the rights of the members of the union in respect of the two funds respectively, which would not be likely to be attended with such a degree of inconvenience, uncertainty, and expense as would outweigh any advantage likely to result from any attempt so to adjust the accounts; and we are disposed to recommend, therefore, that the Bill should provide that the existing funds of such trades unions already established, as shall register under the Act, where separate accounts have not hitherto been kept of the trade and benefit funds respectively, shall be applied in the first instance, and until they are exhausted, in the current expenditure of the unions, for whatever purpose it may be required; all newly accruing funds being carried to their respective separate accounts.

Compulsory Registration.

Power to members to compel registration.

(140.) Supposing the scheme which we have proposed for giving a legal status to the existing trades unions to be approved, we think it would be right to give to any of the members of those societies who, owing to the constitution of their unions, are without legal means of enforcing their rights against the union or its officers, a right to require the unions to be registered under the Act. We would propose, therefore, that the Bill should give power to any one or more members of any trades union which shall not have been registered under the Act, after giving not less than seven days' notice to the treasurer or secretary of such union, to apply to the County Court to cause such union to be registered; and if it appear to the court that such union, by reason of its rules being in restraint of trade, is an unlawful association, or that, from the nature of the constitution of such union or otherwise, the members thereof have no effectual means of obtaining legal redress against the officers of the union, or of determining and enforcing by law their rights against the union, the court shall have power to order the union to be registered under the Act and to give all necessary directions for that purpose. The court to have power to direct the costs of the application to be paid out of the funds of the union, and to make such order as to the payment of costs by any officers of the unions as it may think fit.

Effect of proposed Bill.

(141.) The short effect of the Bill which we have recommended would, we think, be that, whilst so far relaxing the existing law against combination as to allow to workmen, so long as they infringe the rights of no other persons, the utmost freedom of combining

from time to time, to stipulate the rate of wages and other terms on which only they will consent to work, it would so far as practicable secure to every workman the right to dispose of his labour as he thinks fit, and would tend to protect the employer from vexatious interference with his right to conduct his business as he thinks fit. It would, in short, aim at securing to both every right which does not involve an illegal and unjust interference with the similar rights and liberties of others.

(142.) It would in addition give a legal status to trades unions, with full protection for their funds, subject only to the condition that the funds be applied to the purposes for which they were subscribed, and that no part of them be applied for unlawful purposes.

Unions as constituted under the proposed Act.

(143.) Trades unions constituted under such an Act as we have proposed would, in addition to the ordinary advantages of a benefit or friendly society, viz., affording assistance to the members during sickness, or when suffering from accident, and ensuring superannuation and funeral allowances, have the power of treating in combination together at least on equal terms with their employers. They might receive as at present monthly reports from outlying connected unions of the state of trade and employment in different parts of the country, and provide funds for facilitating removals where advisable. These we think exhaust the legitimate advantages to be looked for from trades unions. All the other objects aimed at by those unions as at present constituted, besides being pursued by means which are unjust to their fellow workmen, are even when attained attended with a preponderating amount of evil not to the employer only, but to the workmen themselves.

(144.) Under the improved management to be looked for from such a law as we have proposed, and with such additional protection for the independent workmen as might be derived from a more stringent execution of the existing law against molestation and outrage, a matter in our opinion requiring prompt and careful attention, and in which we feel sure that public opinion would go along with the authorities, we think that the more serious grounds of complaint against trades unions would be removed. And we are not without hope that as the workmen come to understand better their true interests, the unions will gradually recur more and more to their ancient character of benefit clubs, in which, if carefully managed, they may be productive of great advantage to the working classes.

Whether Trades Unions advantageous to Workmen.

Net earnings.

(145.) We think the legislation above proposed, with the view of giving additional facilities for voluntary combinations among workmen and employers respectively, and of protecting employers from undue interference of the workmen, and the workmen from undue interference one with another, is such as ought to be adopted without reference to the question whether the proceedings of the trades unions as at present conducted are in a pecuniary point of view advantageous to their members, or the contrary. If, however, the question be considered as one simply of benefit to the members of the unions in a pecuniary point of view—as a question of wages only—leaving out of view the effect on the employers and the public, we think it extremely doubtful whether the interference of the trades unions between the employers and their workmen has not been on the whole hurtful rather than advantageous to the members of the unions; whether, in short, their net earnings have not been diminished rather than increased through the agency of the unions. It is impossible to strike the balance with any approach to exactness, because it is impossible to ascertain what would have been the rate of wages in the absence of strikes. Neither can it be ascertained how much capital has by ill-advised strikes been driven from its then employment or utterly lost which would have been spent in wages; but that the strikes have been attended with very heavy cost to the men, and that they have paid a very large price for a very uncertain benefit, admits of no question.

Effect of trades unions exaggerated.

(146.) There would no doubt have been strikes in the absence of trades unions, and it may be true, as their advocates contend, that strikes are likely to be conducted with more moderation under the control of a trades union than if they take place without such an organization, though the proceedings of some of the unions at Sheffield, Manchester, and some other places would lead to a contrary conclusion; but on the other hand the facility with which strikes are organized and conducted by the unions has offered a temptation to enter upon them, and they have in consequence been much more numerous and of much longer duration than they would have been without them; and although it be true as we have assumed in an earlier part of this report that trades unions have in some cases had considerable influence through the instrumentality of strikes in bringing about a more speedy adjustment of the rate of wages according to their real market value than

would otherwise have taken place, we believe that their value in this respect has been much exaggerated. In those parts of the country where trades unions do not prevail there is very much the same fluctuation in the labour market, the same rise and fall of wages, depending on a brisk or a dull demand for labour, as takes place under the influence of the trades unions. It appears from the evidence of Mr. Clark, the trustee and manager of the Dowlais Ironworks under the will of the late Sir John Guest, where from 9,000 to 10,000 workpeople are employed, that in South Wales where those works are situated there are no trades unions, and that in those works there is at all times the freest and most friendly intercourse and discussion between the workmen and the manager of the works on all questions connected with their employment, and that there wages fluctuate according to the varying circumstances of the trade as freely as in those parts of the country where trades unions prevail; with this important difference, that whilst in the latter strikes and stoppages of the works are frequent, in the former they are unknown. Mr. Clay, the managing director of the Mersey Steel and Iron Works at Liverpool, whose evidence we have already referred to with reference to this branch of the subject, says (Qu. 11,209) their wages have been rather higher than those paid in other works, where the men belong to unions; and Mr. Markham, the manager of the Staveley Iron and Coal Company's Works, says there has been no trades union in their district for 20 years, and he believes the wages have been higher than in any district of the country where unions are in existence. (Qu. 11,701 and 11,718.)

Lock-outs.

(147.) The strike is a dangerous weapon to handle. It may be used to enforce an unreasonable as well as a reasonable demand. And when the former is the case it not unfrequently leads, as explained in a former part of this report, to a lock-out on the part of the employers, with all its wide-spread privation and suffering. The lock-out is in general a very serious calamity, attended with heavy loss to the employers, and wide-spread distress among the working classes and all who are dependent upon them. It is only to be justified by an overruling necessity on the part of the employers. So far as the evidence before us extends it has never been resorted to except as a measure of retaliation or self-defence.

Cost of strikes.

(148.) The strike is at best a very costly expedient. Where it fails of its object (a matter which often does not become manifest until after a long period of privation and suffering), there is a dead loss without any compensating considerations. And even in the most successful strikes the workmen not unfrequently lose more than they gain. The strike sometimes lasts for many months, and the pecuniary loss in wages during that period (not to mention the bodily privation and suffering endured by the men and their families) it may take years to regain out of the increased wages following on the strike. Often the rise of wages obtained by a strike is temporary only, and it may be looked upon as reasonably certain, that in those cases where the rise is permanent it would, under the ordinary operation of the laws of demand and supply, have taken place, though not at so early a period, yet before any long time had elapsed; so that in striking a balance between the cost of the strike and the gain from the rise of wages, the rise of wages is to be counted, not as we find it usually done, for an indefinitely long period, but only during that limited period for which the rise has been accelerated by the strike. And it is ever to be borne in mind, that if anything is ultimately gained by the class of men immediately engaged in the strike, that which is gained is too often at the expense of other fellow workmen thrown out of employment through the incidental reduction of the employer's capital and business.

Unskilled labourers.

(149.) There is also to be borne in mind in estimating the value of the trades unions to the whole body of the working classes, the large number of unskilled labourers who in many cases are rendered destitute by a strike which they, being unconnected with the union, have no means of preventing or controlling.

Union expenses.

(150.) Lastly, and it is perhaps the most important item of all, there must be taken into account the expense of the unions. There is the entrance fee, and the weekly or monthly payment by each member of the union, besides the extraordinary levies from time to time made in support of strikes, or to defray extraordinary expenses, besides that they frequently trench on the funds subscribed for benefit purposes; for the members of the unions must not conceal from themselves that as the business of the unions has been hitherto conducted and their accounts kept, the funds subscribed for benefit purposes have been largely drawn upon in support of strikes, and that when the time arrives for any considerable call for superannuation allowances and funeral expenses, the fund intended for that purpose, unless an immediate and radical change be made in its management, will inevitably prove deficient, and the union be declared

insolvent. An instance of this kind of deficiency is presented in the evidence of Mr. John Allen, the head secretary to the *Boiler Makers' and Iron Shipbuilders' Society of Great Britain and Ireland.* He says, during the five years previous to 1867 our disputes or strikes cost us 5,803*l.* 1*s.* 3½*d.* (17,535.) They were all unsuccessful (17,542—17,554). He says the expense of these strikes put it out of their power to make their stipulated payments to the members of the union for travelling expenses (17,596-7). We have, in a former part of this Report, referred to the evidence of the actuaries on this point. All these charges and outgoings are to be deducted before it can be seen whether trades unions have on the whole increased the net earnings of the members of unions themselves. But looking at the question as it affects the whole body of workmen, unionists and others, it is beyond doubt that the aggregate earnings are not increased. The labouring classes, as a whole, therefore are not gainers.

Effect on price of commodities.

(151.) Moreover, in estimating the pecuniary advantages and disadvantages of the unions in their supposed operation of bringing about a permanent rise of wages, the effect on the workmen of the increased price of the means of living is not to be altogether left out of sight. It seems not to be disputed by the advocates of trades unions that the effect of their restrictive regulations is to check production, and so to increase the price of commodities to the workmen as well as to the rest of the community. But it is contended that the increased amount of wages is in greater proportion than the increased price of commodities, and that so on the whole the workmen are gainers. Those who use this argument seem to forget that the unionists are bound to allow to every other class of producers the same means of enhancing the price of their productions as they claim for themselves; and if this system could be pursued through all branches of industry, it would simply come to this, that each class would be taxed in its turn for the benefit of all other classes, and so we should arrive at a general system of protection, the only advantage to the members of the trades unions being that they would have the power of taxing for their benefit that large class of workmen who cannot be admitted to the unions, *i.e.*, a very large majority of all the working classes, together with the rest of the community not comprised within the trades unions. But with what colour of justice can the artisans be allowed thus to tax the great body of working men? So far, indeed, as the wealthier classes of consumers, who are not themselves producers, and do not therefore share in the increased wages, is concerned, there would be some colour for the argument in defence of such a system, as tending to bring about a more equal distribution of the goods of the world, were it not for the fallacy already pointed out which vitiates the whole argument, viz., the assumption that when wages have been thus artificially raised, production will go on as before, and that the high rate of wages will be maintained. This, in all ordinary branches of industry, especially those open to foreign competition, is obviously not the case.

Building trades.

(152.) It is true, however, with respect to certain trades, viz., those connected with building, where foreign competition is almost altogether excluded, that if the trades unions could succeed in making their organization as perfect and as extensive as they aim at doing, they might keep up wages to a rate artificially high, but this could only be done by raising the price of building, and consequently the rents to be paid by all classes of Your Majesty's subjects; and thus the trades unions would be enabled to tax the community for the benefit of the classes of workmen connected with the building trades as effectually as under the former system of the corn laws, the food of the people was taxed for the benefit, as it was supposed, of the owners and cultivators of the land.

Effect on the Character of the Workmen and on their relations with their Employers.

Relation between workmen and employers.

(153.) That the trades unions have on the whole had an injurious effect on the character of the working men, and on the relations between them and their employers, seems not to admit of doubt. The employers complain that they have fostered a spirit of antagonism between them and their workmen which formerly did not exist. There is no longer the cordial and friendly feeling which used to be common between the workmen and their employers. The workmen looking rather to the approval of their unions than to that of their employers, are less anxious than of yore to stand well with the latter; and the employers on their part no longer feel under the same obligation to look after the interests of their workmen and to assist them in periods of difficulty. Misunderstandings which often would be readily settled if there were free and friendly intercourse between the workmen and their employers, are exasperated and prolonged. The working men, or at least the better class among them, under the influence of the trades unions are losing the character of self-respect and independence by which they used to be distinguished. The

desire of the workman to excel, to do the best in his power to give satisfaction to his employer, to improve himself, and if possible to rise in the world, is all damped by the thraldom in which he is held to the rules of his union, and by the systematic disapproval on the part of his fellow unionists of all efforts to go beyond that average level of exertion which it is the aim of the unions to foster and maintain.

Feelings towards fellow workmen.

(154.) Again, the sense of justice and right feeling towards their fellow men is blunted by the habitual tyranny practised by the majority over the minority in the union, and by the control, more or less oppressive, which they all of them in one shape or other claim a right to exercise over their fellow workmen. To how great an extent this system has been carried in the case of some unions may be seen at large in the reports of the examiners into the proceedings of the trades unions of Sheffield and Manchester and the neighbourhood. In many of the trades unions in those neighbourhoods crime and outrage have been the habitual methods of enforcing the trade laws of the union. *Rattening*, one of the mildest of these methods, viz., the abstraction of a workman's tools, so as to prevent him from working for his livelihood until he has obeyed the arbitrary orders of the union, they look upon (according to one of their advocates and apologists) as little if at all worse than distraining for rent by a landlord. According to another of their advocates and apologists, they regard workmen who stand aloof from the union with a feeling akin to that which defenders of their country have towards a citizen who deserts to the invaders for the sake of better pay. Here is manifest, on the testimony of their friends, an utter perversion of all sense of law and duty. And it is to be observed that the discreditable proceedings to which we refer have by no means been confined to the lower class of workmen. With regard to the outrages at Manchester and the neighbourhood, related by the examiners in their report, which they say rendered life and property insecure, the examiners say that all of them were in their opinion instigated and sanctioned by the several unions in the district in which they were respectively committed.—*Report of the Manchester Examiners*, p. xxv.

Demoralization.

(155.) The fatal effect which indulging in the lawless proceedings revealed in those reports under colour of watching over and protecting the interests of the working classes has had in utterly demoralizing large bodies of working men, is shown in the toleration and even sympathy which has been extended by many of their fellow unionists to the perpetrators of the atrocities there detailed.

(156.) It is a remarkable circumstance, as showing the demoralizing effect of this habitual contemplation of the oppressive conduct pursued by the members of unions towards their fellow workmen, that on the recent establishment of the *United Kingdom Alliance of Organized Trades*, a society that in March 1867 numbered 68 trades and 61,203 members, Sheffield was selected for the principal seat of the association. It is scarcely conceivable that if the feeling of unqualified condemnation, which the publication from time to time of outrages connected with trades unions at Sheffield had created everywhere but among persons imbued with trades union principles, had been general among unionists, they should have chosen Sheffield for the head quarters of the United Kingdom Alliance.

Co-operative and Industrial Partnerships.

(157.) We have, in a former part of this Report, adverted to the question whether some alleviation of the evils arising from disputes between workmen and employers might not be sought in the establishment of co-operative and industrial partnerships, and in the institution of some system of arbitration or conciliatory meetings between workmen and employers.

(158.) No case of an industrial or manufacturing partnership conducted wholly on the co-operative principle has been brought under our notice, and we have not thought it necessary to make particular inquiry into the practicability of this kind of partnership, or into the question of co-operative stores. Partnerships of this nature may be considered to be now on their trial, and it has not appeared to us that any amendment of the law is required in order that the experiment of their advantages and disadvantages may be fairly tried.

(159.) Co-operative stores have become common, and they appear to be capable of being conducted with advantage to all parties concerned. The management of a co-operative store is, however, a much simpler matter than that of a manufacturing partnership, and it seems doubtful whether the co-operative principle can advantageously be extended to the

conduct of many kinds of manufacturing partnership. It is open to the artizans under the existing law to subscribe their savings, and to institute an industrial partnership on this principle, if they think fit. A smaller sum than has been subscribed towards many of the trades unions would be sufficient for this purpose. Mr. Allan, the secretary of the Amalgamated Society of Engineers, says that attempts have been made without success to form co-operative societies among the workmen; they are opposed to using the union funds for such a purpose. (Qu. 1015 and following.)

(160.) We have already adverted to the expedient resorted to by Messrs. Briggs, Son, & Co. with their Whitwood and Methley Junction Collieries for putting an end to strikes, and bringing about a better feeling among their workmen, by giving them a greater interest in the success of the works than is derived from the receipt of wages merely. With this view in July 1865 they converted their private partnership into a joint stock company of limited liability, with shares of small amount such as the workmen might be capable of acquiring, and on the footing (which, however, was to be deemed voluntary on the part of the shareholders) that if the profits (after a fair reservation for redemption of capital) exceed 10*l.* per cent., one-half of the excess is to be given by way of bonus to the workmen, the share of each being calculated as a per-centage on his yearly earnings. And as an inducement to the workmen to become shareholders, a double share of the bonus was allotted to workmen holding shares. Messrs. Briggs & Co.

(161.) Two-thirds at least of the shares in the concern are retained in the hands of the partners in the original partnership, so as to give them complete control over the works. This Mr. Briggs deems essential to the success of the plan.

(162.) The plan and its working are described at length in the evidence of the Messrs. Briggs (Qu. 12,485 and following, and 12,689 and following), and we have also examined some of the workmen who have taken shares, and who formerly were members of unions taking an active part in the strikes which were of frequent occurrence in the works.

(163.) Though a small number only of workmen have taken shares (not 10 per cent. of the whole), the scheme has been eminently successful in putting an end to strikes, and bringing about a better feeling between the workmen and Messrs. Briggs, and in making the workmen more industrious and more careful of the property of the colliery. And the unions have ceased to interfere with their works.

(164.) Mr. Briggs thinks the system more particularly applicable to undertakings such as their own, where a large proportion of the expenditure consists of wages, and of stores and materials within the control of the workmen, who thus feel a direct interest in the economical conduct of the works.

(165.) The period during which the system has been under trial is too short to admit of our forming a satisfactory conclusion as to its success permanently; the more especially as it has been tested only during a period of comparative prosperity in the coal trade. It has, however, been successful so far, and the principle on which it is founded appears to us sound.

Settlement of Disputes. Arbitration. Conciliation.

(166.) Whether, notwithstanding the very questionable advantage to the workmen of trades unions, as distinguished from benefit clubs, they go on to be formed as heretofore, or not, the hope cannot be indulged that disputes will not from time to time arise between the workmen and their employers. With every disposition on the part of the employers to act with fairness and liberality, misunderstandings will occur. The question what is a fair rate of wages, in the varying circumstances of trade from time to time, is one of difficult adjustment between the employers and large bodies of workmen. The strike is a very rude method of settling such questions, and it were much to be wished that some method could be devised, mutually satisfactory to workmen and employers, for settling disputes on this and other subjects, when they arise. It does not appear to us that any system of compulsory arbitration is practicable, since there are no admitted principles of decision on which the arbitrator may proceed; and it is scarcely possible to bind so fluctuating a body as the workmen to any decision of a permanent character. Arbitration.

(167.) It is observable that the question of the rate of wages was not included in the jurisdiction of the *Conseils des Prud'hommes*, so much in vogue in Belgium, and which has been recommended for imitation in this country. Conseils des Prud'-hommes.

(168.) But although a system of compulsory arbitration seems out of the question, the example of what Mr. Mundella has accomplished in putting an end to strikes at Nottingham and in the neighbourhood, and in bringing about a friendly feeling between workmen and employers, is deserving of the most careful consideration of both these classes. Prior Conciliatory meetings. Mr. Mundella.

to the introduction of Mr. Mundella's method of adjusting differences between employers and workmen eight or nine years ago, strikes were of almost constant occurrence in the lace and hosiery trades at Nottingham and the neighbourhood, and feelings of the bitterest hostility between masters and workmen were generally prevalent. Under the influence of Mr. Mundella's system of conciliatory meetings of workmen and employers, this state of things appears to have entirely ceased. Strikes are no longer heard of; and although disputes and differences of opinion from time to time arise between the employers and their workmen, they are conducted in a temperate manner, and are for the most part speedily and satisfactorily adjusted through the medium of the conciliatory meetings.

(169.) Mr. Mundella has explained his system to us at length (Qu. 19,341 and following, and 19,679 and following), and has furnished us with a copy of the rules. They will be found in the Appendix.

(170.) His board for the adjustment of differences between employers and their workmen is composed of seven employers and seven workmen, elected respectively by the employers and the workmen; the board meeting statedly once a quarter, or oftener on the request of three members. It cannot in any accurate sense of the word be termed a board of arbitration. It is rather a court of conciliation; an expedient for bringing employers and workmen together to discuss in a friendly manner questions of wages, and other points of difference which arise from time to time, and, if possible, to come to an amicable understanding together. The great point is to bring the masters and men face to face to discuss their differencas before their feelings have become embittered, as is apt to be the case when each party is standing out for its own view of what is right without discussion together.

(171.) It is of the essence of the system that it should be voluntary. There is then not the same jealousy or distrust on either part as there would be if it were supposed that they were committing themselves beforehand to have important questions definitively settled by a board of arbitration in whose decisions they might not always feel confidence.

(172.) Mr. Mundella gives favourable testimony to the straightforward character and fairness of the representative workmen on these occasions. It is in general found that after free discussion, and in most cases some degree of mutual concession, an understanding satisfactory to both parties is come to; and although the arrangement is not legally binding, it is considered morally binding, and is generally acquiesced in and acted upon until a change of circumstances calls for a readjustment.

Mr. Hollins. (173.) Mr. Hollins gives further testimony to the success of a board of conciliation of a similar character in the pottery trade. (Qu. 19,543 and following.)

Mr. Kettle. (174.) On this subject we would also call attention to the evidence of Mr. Rupert Kettle, county court judge of the Worcestershire County Courts, who has taken an active part in promoting a system of arbitration between workmen and their employers on something like the system of conciliatory meetings so successfully acted upon by Mr. Mundella. (Qu. 6985 and following.)

All which, &c.

OBSERVATIONS APPENDED TO THE REPORT,

BY

MR. MERIVALE.

The following observations were intended for incorporation in the Report, and their substance has to some extent found a place in the paragraphs relating to the Effect of Trades Unions on the Trade and Industry of the Country. But as they included also some more speculative matter which did not appear to the Commissioners appropriate to the substance of the Report, they are printed separately in this special Appendix.

We do not consider that it is a necessary part of our duties to enter into discussions respecting what may be termed the scientific, or economical, branch of the question of the effect which trades unions may have on the national well-being. Nevertheless, for the sake of clearness in dealing with those other branches of that question which are more especially within our cognizance, a few words to explain our general views on this portion of the subject may not be out of place.

For the purpose of our immediate investigation, trades unions are only to be regarded as contrivances for the purpose of giving the workmen, as a body, control over the rate of wages. Of course, if trades unions did not exist, or remained in the rudimentary state in which they were a few years ago, every temporary combination of workmen, every local or partial strike, would be equally an attempt to effect the same object—an attempt, more or less organized, to control the rate of wages. But as trades unions are the immediate subjects of our inquiry, we shall for the present speak only of them in reference to this discussion, leaving it to be implied that whatever may be true in economical science respecting their operations, is equally true, though less important in its consequences, respecting associations less effective, general, and permanent.

That wages depend in reality on the demand and supply of labour; that they cannot rise, except either by an increase of the aggregate funds employed in hiring labourers, or a diminution in the number of competitors for hire; and that these truths, applicable as they are to the entire amount of wages earned in a country, are as substantially, though not as directly, applicable to the amount of wages earned in each separate employment—are propositions which, we have every reason to believe, are as thoroughly understood and admitted by the intelligent class among the workmen themselves as they are by impartial inquirers. But we are inclined to believe that a prevalent opinion among the principal leaders and principal champions of trades unions is, that their effect is to increase the wages of labour by regulating the supply, that is to say, in truth, by diminishing it. We collect this, not so much from any direct statements of doctrine made to us in the course of their evidence (having, indeed, for the most part avoided mere matters of speculation in the course of our inquiries), as from the conclusions deducible from scattered expressions of opinion. They appear to believe that the operation of a well-conducted trades union is to keep out interlopers; to confine the execution of the work to be done to a comparatively small number of hands, acting in subordination to the rules of their union, and subject to the direction of its officers, themselves cognizant of the immediate exigencies of demand and supply. And they appear to believe, farther, that if a similar organization could be made general and extended throughout all trades of importance—and, to be consistent, they must add, to all trades in the great producing countries of the world, not Great Britain only—what is done more or less effectively in one branch of industry might be done in all, and a generally higher rate of wages established.

Whether such a result is theoretically possible; whether there are not unavoidable causes at work which must run counter to the operations thus attributed to trades unions, and render them ineffectual, we are not concerned at present to discuss. It is sufficient for our purpose to say that we cannot trace in the evidence before us any reason for supposing that trades unions have succeeded as yet in interfering in any appreciable degree with the efficiency of the general principles which regulate wages. Nevertheless, we are not prepared to say that such unions have been wholly inoperative in exerting temporary control over the labour market; and we will endeavour to explain the limits within which we conceive their ordinary activity to be bounded.

When a trade is thriving, or in popular language brisk, this means that the whole amount of earnings, to be divided between the capitalist as profits and the labourer as wages, has risen. Profits will not long rise in one business above the amount which may be earned in others; the wages of one branch of industry will, by an equally certain though slower operation, adapt themselves to those in others. In strictness, indeed (as has been pointed out by writers on the subject) it is possible that one of these fits of business, or one of stagnation, should affect all occupations at the same time.

When a business is thriving, therefore, a certain surplus is earned above the ordinary rate of profit and wages in that business. This, in fact, is the only meaning of the word "thriving." Now that surplus may be appropriated by the capitalist, or by the labourer, or divided between them. Each will, no doubt, acting in accordance with general instincts, endeavour to secure to himself as much of it as he can. The capitalist carries into the struggle his superior information, his greater resources for enduring abstinence from work, and its consequent privations, and the facilities which exist for tacit combination between a few individuals against a great undisciplined multitude, living from hand to mouth. Trades unions constitute the established method of opposing this superior force by unity of action, and by the collection of corporate funds in order to meet the demands of a period of enforced inactivity.

It is this perpetually recurring struggle for a surplus which is itself only occasional and precarious, and not determinable beforehand by fixed laws, or even reasonable anticipation, which is at once the fundamental reason of the existence and power of trades unions, and the cause, moreover, of most of the heartburnings, the disturbances to peace and unanimity between classes of men, and the great losses of wealth consequent on the mere accessories of that struggle, which are incidental to the trades union system. These things are deeply to be regretted. Whether the evils thus alluded to prevail more under a system of organized trades unions or an anarchy of irregular combinations is a great question, and one on which the evidence collected by our Commission may perhaps furnish useful indications. But we are bound to say, on full review of the facts, that the advocates of trades unions have a strong primâ facie case in favour of their occasional effectiveness for the object immediately in view, and which we regard as their principal purpose, namely, the securing to the workman what he considers his fair share of the advantages of a thriving trade.

Whether that primâ facie case is not deceptive; whether the workmen as a body would not be in reality better off if, abandoning all habit of organized combination, they contented themselves with the terms offered by employers, subject to the usual chaffering of the market, is a farther question, on which we do not feel ourselves qualified to pronounce an opinion. This appears to be the notion which underlies—though by no means dogmatically asserted—a great portion of the evidence and reasonings brought forward by employers against the system of trades unions. It is of course absolutely controverted by those who take the opposite side of the dispute.

Before proceeding farther, we would recur shortly to what has been said above, as to the views entertained by partisans of trades unions respecting their power to regulate not merely the temporary but the permanent rate of wages, by controlling the supply of labour. It is familiar doctrine that, although the market rate of wages is fixed by demand and supply, the natural rate—or we might more accurately say the minimum rate—is fixed by the amount which the labourer will take; the amount at which he can maintain himself and family, in accordance with the usages of the country to which he belongs. Thus, the natural rate of wages is said to be higher in North America than in Europe, and is certainly higher in England than in Germany, or Spain, or Russia. Now the argument in question is, that the trades unions, by improving the quality of the men connected with them, fostering in them a greater spirit of independence of the capitalist, subjecting them to a wholesome discipline for the promotion of energy, and preventing them (by the use of their funds) from undergoing the temporary demoralization consequent on falls of wages, will make them more effective workmen: that they will also become (though this is implied rather than expressed) fewer in number for the performance of the same amount of work; and that this process will result in raising, permanently, the natural rate of wages. Every due consideration should be given to arguments in themselves so reasonable, and so much in accordance with the high character of the British workman, which is the real foundation of British prosperity. Nevertheless, the opposite opinion must be duly weighed; which is, that those who thus reason are under a delusion; that the operations of trades unions, however successful, are never likely to do more than affect the market fluctuations of wages; that the causes which regulate the natural rate of wages lie deeper than they can reach; that, in order to raise that rate, a long course of many years or generations of industrial prosperity would be required; that in order to

lower it a long course of depression would be equally necessary; but that the whole expedient of trades unions would inevitably break down long before that depression had reached its zero.

To return from what may be regarded as the merely controversial side of our subject to the more practical. Let us regard then, for the present, the main operation of trades unions as lying in the endeavour to secure to the workmen as much as possible of the temporary advantage of a thriving trade. If they succeed, they obviously do so by raising wages, but they do not thereby raise the cost of production; do not consequently raise the price of the commodities produced. This distinction must be borne in mind as of much importance in the branch of the inquiry on which we are now engaged. Supposing a trade is earning, for a time, a surplus beyond its average earnings, and supposing the operations of a trades union to be so successful as to keep down the rate of profit to the average, and to convert the whole of that surplus into wages, it is plain that the cost of production would not be raised thereby. It is immaterial, as regards the cost of production of the articles sent to the market, whether the surplus earnings of these articles are wholly enjoyed by the capitalist, or wholly by the labourer, or divided between the two. But it is quite otherwise with some other supposed advantages which the rules of trades unions, and more frequently the special usages of different trades, and the irregular efforts of minor combinations, seek to procure for those engaged in them. The advantages now in question are such as only could be secured by raising or artificially keeping up the cost of production, and consequently raising or keeping up unduly the price of commodities also. But, it need hardly be said, any effort in that direction must ultimately defeat itself.

All rules, or practices, having for their object opposition to the introduction of machinery are evidently within this category. The use of machinery diminishes the cost of production, and by doing so increases the fund for the maintenance of labour; any impediment thrown in its way enhances the cost of production, and retards the increase of the fund. It is, we think, one of the most satisfactory results of the inquiry which we have conducted, that it affords evidence, not only that opposition to machinery is becoming less and less common among workmen and associations of workmen, but farther, that the increase of the number and efficiency of trades unions, and the improved principles on which many of them are now conducted, seem to conduce towards the spread of enlightenment and sounder principle on this subject.

But the evidence shows that the rules established by some trades unions, and, still more, the practice established under the protection of those unions, and encouraged by them, entail other restrictions on the freedom of the employer, which are liable to precisely the same objection as the obstructions to the use of machinery. These restrictions tend, namely, not merely to keep up wages, but to enhance the cost of production. Such are all rules which interfere with the employment of men on piecework. Properly considered, piecework is strictly analogous to machinery. It is a mode of obtaining the execution of more work, or better work, at a less cost to employers than by the ordinary method of daily wages. It is quite natural that it should be viewed with jealousy by those with whose daily wages it interferes, they being for the most part the less effective workmen; but jealousy of machinery is equally natural, and not more wrong. If the employer introduces piecework, it is because in his belief he can get his work done, as has been said, either cheaper or better, which for his purpose is the same thing. Those partisans of trades unions who have argued, rather, it seemed to us, against their own better judgment, that piecework is inferior or more expensive, are surely sufficiently met by the answer that the employer must be taken to understand his own interest better than they. On the whole, however, the evidence seems to establish, that while the objection to piecework is very widely entertained by the classes connected with trades unions, and also by workmen in parts of the country where unions do not prevail, the measures suggested by it are not carried very extensively into practical execution; not, at least, to any such extent as to interfere seriously with industrial progress; and that the wealthier and larger unions are the most liberal in their views on this as on other subjects.

The same thing must be said of other rules or practices concerning which much evidence has been taken—such as that of restraining the number of apprentices whom each master may take; those which discourage the employment of boys; and those which seem to exist in some cases by tacit consent of feeling rather than by rule, and are condemned by the more enlightened unionists, which prohibit a labourer from doing more work, or doing it faster, than another. All these, so far as they are actually in force, tend to enhance the cost of labour, and therefore the price of commodities, and are injurious, not to the capitalist only, against whom they are directed, but the community. The evidence taken before us will enable those who study it to judge how far these

mischievous usages prevail, and what amount of mischief they may do. We do not for our own parts, believe the extent of their action to be considerable.

Many, however, of the witnesses whom we have examined appear to be of opinion that trades unions and combinations in general exercise a wider and more deleterious influence than we have thus far attributed to them. They indicate their opinion that the derangement of the natural course of industry which these produce is so great and so frequent as to render that industry on the whole less productive than it otherwise would be, or that if this evil result has not as yet been attained, the community is at all events seriously threatened with it. This is a subject on which the Commission think it better to refer to their evidence, and leave it to the judgment of dispassionate inquirers, than to pronounce any positive opinion. A few words, however, may not be out of place as to the modes of verifying or disproving such an opinion, and the tests which can be applied to it.

If the effects of trades unions have already proved mischievous to the general prospects of the country, or to the progress of any particular branch of industry, this can only be in one way, namely, by enhancing the price of the articles produced. We speak, of course, in an economical sense only; the moral effects of trades unions for good or for evil are not now under consideration.

The effects of this supposed mischief—the artificial enhancement of price—must vary according to the circumstances of the trade. If it is one with which foreign competition cannot seriously interfere, those effects will be felt in the first instance by the consumer, who will consume less of the article so enhanced (if not an absolute necessary), or consume a worse quality of it.

Now there is a trade in which the operations of trades unions have had very extensive effects, and which happens to meet these conditions pretty accurately. It is the building trade. In almost every branch of that trade, in London and other large places, there are unions, some of them very extensive and exercising great authority; and their influence on the conduct of the trade has evidently been of late years much on the increase. They have striven very hard both to keep up wages, and also to enforce various other items of interference with the course of labour on which the opinion of their constituents set a value. The builder's is a business with which foreign competition can hardly interfere at all; the few instances which have been mentioned to us of carpenters' and joiners' work imported from abroad, seem not of sufficient importance to mention as exceptions. If, therefore, these unions exercise any amount of influence in raising prices, the loss must fall partly, indeed, on the capitalist, who will not so easily dispose of his good houses, but mainly on the consumer, who cannot do without a house of some sort.

Has any such effect been produced of late years, and especially in London? We cannot presume to pronounce an opinion of any positiveness on a subject which can only be disposed of by evidence, not assertion, and on which evidence at all precise and to the point is very difficult to attain. But we see nothing unreasonable in the belief of those who are of opinion that, had it not been for the jealous and minute interference of a variety of unions with the operations of builders, houses in London and parts of the provinces would have been somewhat better and cheaper than they are now. If any such effect has been produced, we attribute it rather to the vexatious character of union interference than to actual enhancement of the cost of production. But we are very much disposed to suspect that the annoyances to which capitalists are subjected thereby in some branches of industry are so great, and occasion so real a disinclination to embark in further enterprise, that they are in truth compensated by some slight advance of profit above that obtained in less disagreeable employments; in which case the unions have succeeded in injuring themselves.

The other class of trades in which unions might possibly exercise an influence by enhancement of the cost of production, consists of those which have to encounter foreign competition. And these are by far the most important. If it could be shown, especially, that this evil result has ensued in any one of those branches of industry on which we depend for the maintenance of our foreign and colonial trade, a very serious indication would be afforded of impending embarrassment through the operation of these bodies. Accordingly, we have throughout our Inquiry kept our attention steadily directed to this very important branch of our subject. But it is not in our power to report that we have obtained any conclusive evidence, or even any conjectural evidence of much value, in relation to it. The truth is, that the causes which produce progress or decline in the export trade of a country are so numerous and complicated, that to assign its real value to any one in particular seems almost an impossible task. Many witnesses have expressed their belief in the existence of danger, at all events, in this direction; others

have altogether repudiated the notion. Individual instances have been not unfrequently cited where English produce has been superseded in the market, both at home and abroad, by cheaper foreign produce. But there has been great difficulty in the way of attributing any such instance to the operation of the unions exclusively, and eliminating other possible causes; and even if this process could have been satisfactorily accomplished, such instances are neither numerous enough nor important enough to constitute a sufficient foundation for argument. As far as reliance can be placed on statistical proofs, these certainly do not give any colour to apprehensions on this head. Not only are we well convinced by the returns of the Board of Trade of the general progress of British manufacturing industry through the whole course of the recent years of unionism, but in some of the trades in which unionism is especially active—those concerned in the production of articles of metal, for instance—the increase of our exports has been throughout steady and marked; from the value of ten millions in 1861 to that of fifteen millions in 1867.

HERMAN MERIVALE.

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LONDON:
Printed by GEORGE E. EYRE and WILLIAM SPOTTISWOODE,
Printers to the Queen's most Excellent Majesty.
For Her Majesty's Stationery Office.

ELEVENTH AND FINAL REPORT

OF THE

ROYAL COMMISSIONERS

APPOINTED TO INQUIRE INTO THE

ORGANIZATION AND RULES OF TRADES UNIONS AND OTHER ASSOCIATIONS;

TOGETHER WITH

AN APPENDIX

CONTAINING

A Digest of the Evidence, Correspondence with Her Majesty's Missions Abroad regarding Industrial Questions and Trades Unions, and other Papers.

Vol. II.—Appendix.

Presented to both Houses of Parliament by Command of Her Majesty.

LONDON:
PRINTED BY GEORGE EDWARD EYRE AND WILLIAM SPOTTISWOODE,
PRINTERS TO THE QUEEN'S MOST EXCELLENT MAJESTY.
FOR HER MAJESTY'S STATIONERY OFFICE.

1869.

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APPENDIX TO ELEVENTH AND FINAL REPORT.

A.

DIGEST OF EVIDENCE.*

I. ORGANIZATION AND OBJECTS OF TRADE SOCIETIES AND ASSOCIATIONS.

William Allan.

& 26 March 1867. Aug. 1867. July 1868.

I. 28, 33. IV. 62. X. 46.

Mr. WILLIAM ALLAN (*Secretary of the Amalgamated Society of Engineers*):

The society was established on the 1st January 1851, a number of previously existing societies being united in it (572–5).

A candidate for membership must be proposed by two members, and his abilities and moral character inquired into before he is admitted (595–596). He must have served five years, either in apprenticeship or without it before he is eligible for membership (631, 984–90).

The society now comprises 308 branches, numbering 33,599 members, who are increasing at the rate of about 3,000 a year. In England and Wales there are 238 branches, with 27,856 members; in Scotland 33 branches, with 3,218 members; in Ireland 11 branches, with 1,371 members; in Australia, New Zealand, Canada, and Malta 14 branches, with 626 members; in the United States 11 branches, with 498 members; in France one branch, with 30 members (582). The foreign branches are principally composed of English workmen who have settled or are employed abroad (588–94).

The income of the society is derived from the members' subscriptions (1*s.* a week from ordinary members, and 6*d.* a week from members unable to follow their trade, who have received accident benefit), and from entrance fees varying from 15*s.* to 3*l.* 10*s.* In 1865 it amounted to 86,885*l.*, and the expenditure to 49,172*l.*; at the present time the accumulated fund amounts to about 140,000*l.* (597–602). The greater part of the expenditure of 1865 was made up as follows: by payments to members out of employment, 14,076*l.*; to sick members, 13,785*l.*; to superannuated members, 5,184*l.*; at deaths of members and members' wives, 4,887*l.*; in cases of accident, 1,800*l.*; to the officers of branches for salary, &c., 4,337*l.* (603–13). A benevolent fund is in existence for the relief of extraordinary distress, which is supported by occasional compulsory levies of so much a member; through it 820*l.* was paid away in 1865 (606–612).

For the 15 years of the society's existence, the following are the average yearly payments: to members out of employment, 18,656*l.*; to sick members, 7,675*l.*; to superannuated members, 1,795*l*; at deaths, 2,306*l.*; and on accidents, 826*l.*: for the 12 years of the benevolent fund's existence the average yearly payment is 533*l.*; and for 13 years' payments in assistance of other trades when engaged in disputes the average is 724*l.* The payments to members out of employment include travelling expenses of members transferred from town to town for employment (613–4).

One code of rules governs all the branches, both at home and abroad (584–587); every branch being served with a uniform set of books from the general office, the book-keeping throughout the society is alike (1010). The funds of the society are equalised throughout all the branches at the end of every 12 months (1022). The committee of each branch regulates its affairs, and decides cases according to the rules, or to the best of their judgment in cases not within the rules. The executive council, who sit in London, and are engaged on an average four nights a week, with occasional day meetings, only exercise their functions when an appeal is made either by a member or by a branch (618–22).

The complaints from members with which the council have to deal arise generally when changes take place in factories, and new managers think well to alter existing regulations (868). In towns where more branches than one exist, a district committee is formed, to which each branch sends one member. To this committee are submitted proposals for strikes, after the consent of the branch committee is given, and from this committee such matters are carried up for the approval of the executive council (708–13).

A member of the executive council is elected for six months, the general secretary for three years (623–4). The highest salary paid to a branch secretary is 10*l.* 4*s.* 0*d.* a year, which is paid in a branch of 300 members, 25*s.* being the lowest; the secretaries are generally employed as mechanics. Each member of a branch committee is paid 6*d.* a night for his attendance, and the treasurers are paid in proportion to the amount they advance from one meeting night to another, and from them bonds are sometimes taken. The auditors, who are members of the society, are also paid. The executive council receive 1*s.* 6*d.* a night, and 1*s.* if they reside more than two miles from the office; on a day meeting they receive 5*s.* 6*d.* (or 7*s.* if they reside beyond three miles) besides the 1*s.* for their fare (714–28).

The society has no secret rules; but it has besides the general rules two or three byelaws (passed in 1864) which are read to every member on admission, and which relate to the division of profit on piece-work and obtaining situations for non-society men. The society believe they are perfectly legal, and print them in the report of the council's proceedings; but they are not printed with the rules, as it is thought desirable to keep their existence unknown to the public and non-society men (685, 686, 743, 799–805). Something like from two-thirds to three-fourths of all the workmen in the trade are members of the society (626).

Monthly reports as to the state of trade, number of men out of employment, &c., are furnished by the secretaries of branches; a secretary sending a false report is liable to a fine of one guinea. Quarterly returns are also furnished (991–4, 1013).

Has no fear that the present rate of subscription will prove insufficient as the number of men advanced in years increases (702–706). In the event of large calls on the funds through protracted disputes, they would be replenished by levies upon the members: believes that the trade would always maintain the funds to a sufficient extent (706–7). The rules of the society have lately been altered so as to authorize the investment of the funds in the Post Office Savings Bank (687–8).

Would propose the appointment of a government inspector of the accounts of trade societies, and that the officers of the societies be made responsible for the appropriation of money to unlawful purposes; but does not admit that the members of the societies should be made pecuniarily responsible for such amounts as might be disallowed by the inspector, except in certain cases (7508-66.)

The Amalgamated Society of Carpenters and Joiners may be said to be similar in every respect to the Engineers' Society (1023).

John Allen.

26 May 1868.

IX. 44.

Mr. JOHN ALLEN (*Secretary of the Boilermakers' and Iron Shipbuilders' Society of Great Britain and Ireland*):

The society of which the witness has been secretary 11 years, was established in 1834, and now has branches in all parts of the three kingdoms. It has about 7,000

* The "Digest" here given is not put forward—except in so far as the first division, "Organization and Objects of Trade Societies and Associations," is concerned—as an exhaustive summary of the evidence taken by the Commissioners. It consists mainly of an abstract of the earlier evidence which was prepared for the use of the Commissioners, and will not fail (it is thought) to be of use to those persons who may wish to study the evidence. In the first division will be found an abstract of all the information given in evidence respecting the constitution and government of trade societies. In the side notes, the dates show the days on which the evidence was received, and the references which follow the dates show the *Reports* and pages where the evidence will be found.

A. DIGEST OF EVIDENCE.

I. Organization & Objects of Trade Societies.

members (17,519–30). The rate of subscription is now 4*s.* a month, having been recently raised from 3*s.* 6*d.* to meet the liabilities of the society. With the same object, the allowance to members travelling in search of employment has been reduced; and it is now under a shilling a day. It is contemplated either to increase the contribution or to further decrease the travelling allowance for a certain time, if the present depression continue. The travelling allowance is the only one of its benefits which the society has been unable to pay in full. The society has now about 1,000*l.* in hand (17,526, 17,534, 17,571–81).

For the six years ending 31st December 1867, the expenditure of the society was, for sickness 18,145*l.* 4*s.* 3*d.*; for funerals, 4,213*l.*; for medical attendance, 5,052*l.* 3*s.* 4½*d.*; for allowances to members travelling in search of employment, 15,698*l.* 18*s.* 2½*d.*; for allowances to members too old to travel 1,111*l.* 10*s.* 10½*d.*; for allowances to superannuated members 1,391*l.* 0*s.* 7*d.*; for expense of sending men to situations 259*l.* 7*s.* 7*d.*, and for strikes about 6,000*l.*: the total expenditure for the six years being 54,151*l.* 15*s.* The superannuation allowance to members too old to labour is 5*s.* a week, the members' subscriptions ceasing on their superannuation (17,555–68; 17,580–1). No levies have been resorted to, the payments having all been met from the subscriptions (17,568–70.)

The society has been accustomed to print its periodical reports, but last year it had not funds to defray the expense (17,532).

Robert Applegarth.

18 March 1867. 9 & 23 July 1867. 1 Aug. 1867.

I. 1. IV. 4, 42, 61.

Mr. ROBERT APPLEGARTH (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

The object of the society is to "raise funds for the "mutual support of its members in case of sickness, "accident, superannuation; for the burial of members "and their wives; emigration; loss of tools by fire, water, "theft; and for assistance to members out of work; also "for granting assistance in cases of extreme distress not "otherwise provided for by the rules, for which purpose a "Contingent and Benevolent Fund" has been formed (12).

A workman proposed as a member must be in good health, have worked five years at the trade (including the term of his apprenticeship), be a good workman of steady habits and good moral character, and must not be more than 45 years of age. A man having sufficient ability to earn the stated wage without being five years at the trade would be admitted into the society (23,241–5).

The members pay 1*s.* a week, and to the "contingent fund" 3*d.* a quarter. The benefits they are entitled to are, donation (or "out-of-work") benefit, 10*s.* a week for 12 weeks, and 6*s.* a week for another 12 weeks; on leaving their employment with the society's sanction, 15*s.* a week; sick benefit, 12*s.* a week for 26 weeks, and afterwards 6*s.* a week; funeral benefit, 12*l.*, or 3*l.* 10*s.* when a six months' member dies; accident benefit, 100*l.*; superannuation benefit for life, 5*s.*, 7*s.*, and 8*s.* a week, after 12, 18, and 25 years' membership respectively. There are also benefits on loss of tools, on emigration, and by way of grants in cases of distress (24).

The society has 190 branches in the United Kingdom, numbering 8,261 members (4–6). In 1865 its income was 10,487*l.* 15*s.*, its expenditure 6,733*l.* 11*s.* 5½*d.*, and the balance left in hand 8,320*l.* 13*s.* 7*d.* (8–10).

Each branch of the society, consisting of seven or more members, is voluntarily formed and self-conducted according to the code of general laws (13–14, 96). The executive council for the whole society is elected by the branches in that district in which the "seat of government" is for the time placed; and the general secretary, who is appointed annually, by the universal suffrage of the society (15–20). The powers of the council are limited and defined. When the rules are silent the council decide, but their decision may be overruled by a vote of the whole society (96, 97; 268, 269). The society has no rules, "written" or understood, besides the printed rules (196–206).

Believes that the smaller unions of carpenters will eventually come into a general association (21, 22). The society transports workmen from localities in which labour is scarce to those in which it is abundant (162–6).

Members wishing to draw cannot obtain any aliquot part of the funds (263, 264). The characteristics of the society's excellence are that no single branch can become bankrupt; that it requires liberal subscriptions and provides liberal benefits (277, 278). Its subscriptions are higher than those of most societies. The Sheffield societies, as a rule, have unusually high rates of contributions in order to support their unemployed (279). Does not think it necessary that trade and benevolent funds should be kept apart. It is not likely that the funds could ever be absorbed by the trade purposes, as the members have monthly, quarterly, and annual reports placed in their hands, and would foresee and prevent any such result (292–302).

Edmund Ashworth.

5 June 1867.

III. 15.

Mr. EDMUND ASHWORTH (*President of the Building Committee, Manchester Assize Courts*):

Has learnt from good information that there are in England 72,000 stonemasons, of whom only 15,000 are in union, and that these are so supported by the prestige which goes in favour of unionism that it is unfashionable not to be a union man (4374).

W. H. Blatchley.

22 and 24 July 1868.

X. 100, 115.

Mr. WILLIAM HUGH BLATCHLEY (*Secretary of the London Union of* [*Printers'*] *Pressmen*):

Has been secretary for nearly two years (19,729).

The main object of the society is to maintain the scale of prices and to help the members to employment. A "death" or "funeral" fund is attached to the society (19,746–7).

The subscription to the trade fund is 1*d.* a week. To the death fund it is 1*s.* a quarter, with an entrance fee varying from 1*s.* to 5*s.* (19,957–8; 19,973–4).

The society has about 400 members, distributed amongst eight "gifts" or branches held at "houses of call" in various districts of London (19,960.–1). The members of each gift have subscriptions amongst themselves, for their support when out of work, apart from the general funds of the whole society. The "out-of-work" allowance is sometime as much as 10*s.* a week (19,973–4). There are members of the society who do not belong to either of the gifts. These have no allowance when out of work (19,960, 19,973–4).

The trade and death funds are kept distinct, the monies being deposited in different banks (19,957–8).

H. C. Briggs.

24 & 25 March 1867.

VI. 46, 58.

Mr. HENRY CURRER BRIGGS (*of Henry Briggs, Son, & Co., Limited*):

The district which is now taken by the West Yorkshire trades union comprises about 40 collieries and 7,000 miners, of whom, according to the speakers at recent meetings, about 2,000 are in the union and 5,000 not in the union. The West Yorkshire district is connected with the South Yorkshire, but separate from it (12,487).

Thomas Conolly.

2 April 1867.

I. 52.

Mr. THOMAS CONOLLY (*Member of the Friendly Society of Operative Stonemasons*):

Was secretary to a London lodge of the society for four years, having to be re-elected every six months. Received 30*s.* a quarter for keeping the accounts for 200 to 300 members. It is a common practice to put fresh men into the office in order to train them up to the working of the society (1369–79). Has not worked at the trade for two or three years (1350, 1372).

The rules of the society as to modes of working, &c., are made voluntarily by the members themselves, and passed by a majority of the whole society without any action of the managing committee, except that of submitting them to the society (1326, 1354).

The society numbers about three-fourths of the masons in England, and if it progresses as it has progressed will leave very little outside the pale of it. Workmen are beginning to understand that if they have not a good organization, and a fund at their back, they may apply in vain for advances of wages. A large reserve fund gives a great deal of power and force to workmen's suggestions (1367–8).

Edwin Coulson.

2 April 1867.

I. 55.

Mr. EDWIN COULSON (*Secretary of the Operative Bricklayers' Society**):

Has been a member of the society 15 years, and secretary since 1860 (1397, 1442).

The society has for its object the supporting of its members when out of work with the approval of the society, or when travelling from town to town, and for paying for the burials of members and their wives. It has not a sick fund, nor a children's burial fund, the subscription being only 3*d.* a week (1407–10). Under the bye-laws of some lodges additional subscriptions, varying from 6*d.* to 1*s.* 1*d.* a quarter, are made for relieving members in difficulty (1450).

It is a general society, extending to Great Britain only, and numbers 96 branches and 5,700 members. About 700 members were added in 1866 (1398–1402). There are two branches in Scotland, at Edinburgh and Motherwell (1611).

A candidate for membership is required to be above 14 and under 50. It is not necessary that he should have

* See note, p. 301.

been apprenticed, but his efficiency as a workman, as well as his respectability, must be guaranteed by a member (1496–9). The executive council and the secretary are elected yearly, the old officers being generally re-elected (1439–43). The society has no secret rules. Everything is above board (1448–50).

The society's income for 1866 was 2,700*l.*, and its reserve fund at the close of the year amounted to 3,200*l.* (1403–6).

The amount expended yearly in strikes is about 300*l.* or 400*l.*; this sum has not been exceeded since 1861. The amount paid to men travelling about the country is very small (1417).

Another society in the north numbers 6,000 to 7,000 members (1610–17, 1620). Has heard that there are from 20,000 to 30,000 bricklayers in the United Kingdom (1615).

George Druitt. 23 June 1868. X. 12.

MR. GEORGE DRUITT (*Secretary of the London Operative Tailors' Protective Association*):

The association was established on the 10th November 1865, its "objects" being "to use all legal means to "obtain a just and remunerative price for the labour of "its members, and to protect them against injustice "..... and to raise funds for their support "in case of sickness, and for the burial of the members "and members' wives in case of death" (18,216–7). At that time the degrading system of "call-houses" was in existence, by which men out of work were compelled to hang about the tap-rooms of public-houses waiting for applications for employers (18,217).

The association is so organized as to exclude no practical tailors above 18 years of age, except those whose character will not bear investigation (18,217).

It is governed by a committee and officers elected by the members, and is divided into branches, each branch having its separate committee and officers. Before the strike of 1867, there were branches, numbering 7,000 members. At the present time there are not more than 1,000 members (18,212–7).

The association is affiliated to the International Working Men's Association and to the United Kingdom Alliance of Organized Trades, and is in league with the tailors throughout the United Kingdom. It has also entered into engagements of financial and moral support with the tailors of Paris and Berlin; and the witness is "now negotiating for a consolidation of the tailors of the United States and Canada with this country" (18,217).

William Garner. 21 Nov. 1867. V. 30.

MR. WILLIAM GARNER (*Secretary of the Millmen's Association, West Bromwich*):

The association, of which the witness has been secretary 3½ years, has been established four years (9025–6, 9039). It is simply a trades union, It was proposed two years ago to establish "sick benefit"; but as most of the members were connected with other benefit societies the idea was quashed. 5*l.* is paid at the death of a member (9030–3).

There are two classes of members, one paying 6*d.* a week each member, and the other 3*d.*, the two classes receiving proportionate allowances (9034).

The witness receives 2*l.* 10*s.* a week as secretary. Out of this sum he has to pay his travelling expenses within a certain distance from the office of the association (9038).

Daniel Guile. 20 Nov. 1867. V. 15.

MR. DANIEL GUILE (*Corresponding Secretary of the Friendly Society of Ironfounders*):

The records of the society go back to 1809. The witness's experience of the society goes back to 1834, when he entered (8708–9).

It is a benefit and a trade society combined (8614). The subscription, which embraces both the trade and the benefit purposes, is 1*s.* a week: special levies being imposed at times for accidents, emigration, and benevolent purposes. The levies depend upon the vote of the members (8608–9, 8615–6).

The society had 11,106 members at the time of the last report, and these are distributed throughout England, Ireland, and Wales (8605–7, 8749–50). The annual income from June 1865 to 1866 was 36,297*l.* 18*s.* 9½*d.*; and the balance in hand at the close of that year 28,000*l.*; but there has been a very heavy depression of trade of late, and the witness cannot say what it is at present (8610–1). During the last eight years only 1,877*l.* 9*s.* 6*d.* has been paid for strikes, being less than 8½*d.* a member a year; while during the same time there has been paid on the average by each member for benevolent purposes—for sickness, old age allowance, and so on—2*l.* 13*s.* 2½*d.* a year. The benevolent expenditure has been nearly 75 per cent. of the whole (8682).

The witness receives 2*l.* 10*s.* a week and house rent for his remuneration as secretary (8603–4).

In some districts 10 out of every 12 moulders are in the union; but there are many localities, such as Cornwall and South Wales, in which no union exists. A society man could hardly live in South Wales. Taking the whole kingdom, less than eight-tenths of the moulders are in union (8650–3).

Cannot give definite information with respect to the history of the society before the repeal of the combination laws in 1825. The society was then so secret that the members had to hide their books in holes in the floor, and to meet on the open moor. But the society was able, notwithstanding, to carry on its operations (8708–13).

Richard Harnott. 26 March 1867. I. 44.

MR. RICHARD HARNOTT (*Secretary of the Friendly Society of Operative Stonemasons*):

The society, which has existed under its present constitution since 1840, was established in 1833, and has for its object to protect its members from all encroachments by employers, as well as to maintain the rate of wages generally, and to grant to its members certain sick and other benefits (1025, 1033, 1046, 1130). It is not registered under the Friendly Societies' Act (1127).

Before a candidate is admitted his competency must be attested by members engaged in work with him. It is not requisite that he should have worked at the trade for any stated period. His proficiency is estimated by the manner in which he performs his work (1028, 1078–86).

The members consist of two classes—those paying 4*d.* a week, who receive trade fund benefits only; and those paying 7½*d.* a week, who receive sick fund benefit of 10*s.* a week in addition to the trade fund benefits. The whole round of benefits comprises payments to members when out of work, on death, at death of their wives or children, when sick, and after accident. The trade and sick funds are no kept separate, but go to form one general fund (1032–34 1071–75, 1128–33). For funeral money of a member's child (2*l.*) a subscription of 1*d.* a week, which is paid into the general fund, has to be made (1283–84). In the event of the death of a member whose friends are unknown, the officers of his lodge provide for his interment, and hand over to the society any surplus above the funeral expenses (1299–1301).

The society has 278 branches in England and Wales, numbering 17,762 members, of whom 4,860 joined the society in 1866 (1027, 1038–42). Its income for that year amounted to 17,746*l.*, and the general fund in hand at its close to 12,334*l.* (1026, 1035–41).

Each lodge, or branch, is governed according to the laws of the whole society by a branch committee, who furnish a report to the general committee once a fortnight. From the general committee a printed return is also sent once a fortnight to each lodge, showing the proceedings of the whole society (1029–31). All the officers of the society, excepting the general secretary, are workmen engaged on manual labour (1137). The branch secretaries are paid according to the number of members, their salaries ranging from 1*l.* to 3*l.* a quarter (1138). Doctors are appointed to the several lodges, and are paid at the rate of so much a member (1281–82).

The amount under the heading "illegal items" in the annual "audit" comprises sums paid away in cases of strikes to parties not entitled to them. Such amounts are sometimes refunded by local levies; otherwise they are lost to the society, as the individual officers cannot be made responsible for illegal payments (1276–80).

The rules are revised once in three years (1231). The society has no secret rules (1140).

Does not know what proportion of the number of masons in England belong to the society (1136).

The separate unions of the workmen of the several branches of the building trade never act in concert (1114–6).

Thomas Henshaw. 31 March 1868. VI. 89.

MR. THOMAS HENSHAW (*Collier employed by the Staveley Company, Derbyshire*):

Refers to the circumstances under which he comes to give evidence before the Commission (13,832–43, 13,853–7).

Describes the efforts made in the years 1857 and 1866 to establish a union of colliers in the neighbourhood of Staveley (13,727–38).

Gives particulars as to the formation of a "non-unionist" society at Staveley. It has no rules and no contributions (13,739–41, 13,774–804, 13,826–31).

Gives particulars as to the benefit fund at the Staveley Works,* which he considers to be well managed and to work well (13,742–73, 13,844–9).

* See the evidence of Mr. Markham, *post*, p. 8.

A. DIGEST OF EVIDENCE.

I. Organization & Objects of Trade Societies.

Abram S. Hewitt.

28 May 1867.
16 July 1867.
22 Nov. 1867.

II. 1.
IV. 17.
V 40.

Mr. ABRAM S. HEWITT (*of the firm of Cooper, Hewitt, & Co., Ironmasters, United States*):

Is acquainted to some extent with the action of trades unions in the United States. Between these unions and those of Great Britain there is an analogy in organization, though the organization of the latter is more perfect than that of the former, and also an analogy in the objects at which they aim. In the United States, however, benevolent societies are generally, though not always, separated from trades unions (3732–9). Thinks that the idea of combining in trades unions trade purposes and benevolent objects is a new idea which is just taking root. Trades unions of this character are not of American growth, but are an English importation, as in the case of the branches of the Amalgamated Engineers' Society (3898-901).

Up to a very recent period very few ironworkers were unionists, but within the last four or five years organizations have been made in the several branches of the business; the puddlers have now the strongest union (3744-6).

Knows of only one trade association of masters in the United States. It was established by the master ironmoulders about two years ago, after excessive demands had been made by the moulders' union with respect to wages and working rules (3940, 3960-2).

In the Eastern and New England States the proportion of unionists to non-unionists would be larger than elsewhere; cannot imagine that of the whole population they would number more than 10 per cent. (6869-70).

Believes that the production and industry of the world have outgrown the principles in which we have been trained, and that the world is now engaged in re-adjusting the relations of capital and labour. Trades unions are but symptoms of the restlessness which, in consequence, prevails, and which is seen amongst both the enlightened and the ignorant, resulting amongst the latter in trades unions, and amongst the former in attempts to introduce changes at once beneficial to the labourer, and in conformity with the principles of social order. These he understands to be security of capital, security of person, and right of free discussion. Trades unions undertaking to lay down the conditions of the purchase and sale of labour are at war with these principles (6855–9). This view is confirmed by his experience that at present among artizans—unionists and non-unionists—contentment is in proportion to ignorance (6891-4, 6910-15).

Does not think that unionism would be possible anywhere else than in England and America, and so far it is a healthy sign (6984).

Arthur Higginson.

24 March 1868.

12 May 1868.
VI. 43.
VIII. 44.

Mr. ARTHUR HIGGINSON (*Honorary Secretary of the Coal Owners' Association of Leicestershire and South Derbyshire*):

Cites from two fortnightly balance sheets of the Derbyshire and Nottinghamshire Miners' Association, which, with other papers, have come into his hands, particulars of payments made to miners' agents. He produces the papers to show that the men who receive the money are dependent for their livelihood upon continuent agitation (12,418–31).

William Hobson

21 Nov. 1867.

V. 21.

Mr. WILLIAM HOBSON (*Secretary of the Associated Ironworkers of Great Britain*):

The association has its head-quarters at Brierley Hill. He left his employment as a puddler four years ago at the request of his fellow-workmen, that he might become the Secretary of the Association. Receives 3*l.* a week for his services (8757–9, 8801*a*–5).

George Housley.

9 April 1867.

I. 72.

Mr. GEORGE HOUSLEY (*General Secretary of the Friendly Society of Operative Bricklayers**):

The society was established in 1844, and is both a trade and a benefit society (1938–7). Its trade objects are not so much for strikes as to give its members the advantage of daily payment when on tramp or seeking work. There is no distinct rule having for its object to secure the members of the union all the employment in the trade (2006–8). The benefit rules of the society were certified, so far as Manchester is concerned, by Mr. Tidd Pratt, under the Act of 1844 (2102–9).

The members are elected in the usual way—proposed at one meeting, and elected or rejected at a second (1980–2). The society is divided into two sections—a friendly society and a union, the subscriptions to the several lodges being, for friendly purposes 4*d.* a week, and for union purposes 2*d.* a week; there being additional subscriptions, payable to the executive, of 1½*d.* to the trade fund, 1½*d.* a week to the accident fund, and ½*d.* for every funeral payment (2092). In certain lodges boys who are not sons of members pay 4*s.* 4*d.* a quarter as apprentice contribution to the lodge. In return they get the full protection of the society, and instruction in their trade from members, but no benefit allowance of any kind (2212–4). The society makes no allowance in sickness (1992–4).

The society has 96 lodges in Great Britain, with a total number of 5,254 members (2002–5). In 1866 the income was 5,964*l.* 5*s.* 2½*d.*; the expenditure for deaths 1,362*l.* 9*s.* 6*d.*, for accidents 1,448*l.* 18*s.* 2*d.*, for members on tramp 306*l.*, and for strike pay 45*l.* 17*s.* 0*d.* The reserve fund, which is the result of accumulations since 1844, amounted at the end of the year to 3,649*l.* 15*s.* 8*d.* The total yearly expenditure is about 4,500*l.* (1989–2001, 2018, 2112). Last year a delegate meeting, which was held to revise the rules and make them better, and which lasted a fortnight, cost 1,088*l.* The delegates were paid 11*s.* 6*d.* a day and their lodgings and railway fares, and 6*d.* a day for refreshments (1998–9).

Any lodge with not less than 150 members may form the executive council, which now consists of the Sheffield lodge. The selection is made by the lodges themselves, of which the executive council is the main governing body (2026–39).

The society has two sets of rules, one relating to the trade society, the other to the benefit society. In the reports the accounts of the trade and benefit funds are kept separate, but the funds are not separated in the bank, the reserve fund being made up from both sources. Thinks there might be some difficulty in respect of trustees in keeping the funds themselves apart. As it is, the funds are so far separate that the accident fund could not be touched for any strike (2093–107).

The witness joined the society in the belief that it would be a benefit to his family to receive the allowance in case of accident to himself; and believes that two-thirds of the members join it for similar reasons, and not as a union—that is, not to strike (2253–5).

Believes that in the bricklaying trade the non-society men are a great deal fewer in number than society men (2146–9). The bricklayers' labourers have societies of their own, separate and distinct from those of the bricklayers (2178–80).

John Jones

22 & 27 No
1867.
10 March 18

V. 46, 60, 1

Mr. JOHN JONES (*Secretary of the North of England Iron Manufacturers' Association, and of the Cleveland Iron Masters' Association*):

Was assistant secretary to the South Staffordshire Iron Masters' Association before he was appointed to his present position. Has held that position since July 1866 (9698, 9394).

The two associations with which he is connected are distinct, one relating to blast furnaces, and the other to manufactured iron. Both have been in existence for a considerable time, but they have been reconstituted within the last few years. The associations are for trade purposes only (9391–9).

In the Iron Manufacturers' Association, allowances to the members, regulated by the rules, are made in case of strikes. By the different firms connected with the associations promissory notes are given, and these are available as security in case any of the firms should not pay their shares of their expenses, which are defrayed by levies made from time to time. For the 18 months ending 31st December 1866 the promissory notes which had been given amounted to 47,575*l.* (9395–403). For the same period the expenses of management, including salaries, amounted to about 240*l.* (9404–7).

The members of the association meet quarterly, and oftener if required. The meetings are "for trade purposes—a sort of market for comparing prices." The proceedings are printed for the members' use only, not for circulation (9497–8, 9676–84).

Witness receives as yearly salary from the Iron Manufacturers' Association 200*l.* and from the Ironmasters' Association 100*l.* (9407).

Believes that an association of managers in the iron trade exists in North Staffordshire. There is no such association in the North of England (9475–81).

John Kane

20 & 21 Nov
1867.
10 March 18

V. 1, 37, 13

Mr. JOHN KANE (*President of the National Association of Malleable Ironworkers*):

The association, whose head-quarters were until recently at Gateshead, but are now at Walsall, commenced in August 1862 in the North of England. It extends over England, Wales, and Scotland (11,321–4, 8205, 8216–7). There is another association, the Associated Ironworkers of Great Britain, of which Mr. Hobson is secretary, which sprang out of a strike in South Staffordshire in 1863 (11,321).

* See note, p. 301.

Hitherto the association has had no friendly purpose besides paying funeral allowances. An arrangement has been made to pay "sick money," to commence with the next year (8514–6).

At present the income of the association is about 1,000*l.* Previously to the last dispute with the employers, which began in July 1866, and lasted until the beginning of the present year, it was about 6,000*l.* the number of members being then about 6,500 (8211–26).

The witness's duty as president is to communicate with the several districts where the association has lodges. He travels from place to place as circumstances may require. He receives as salary 140*l.* a year, and has no other occupation. Was formerly a roller (8211–8).

John Kettle.
25 June 1867.
III. 61.

Mr. JOHN KETTLE (*Foreman of the Bricklayers on the New Gaol, Manchester*):

Was formerly a member of the Manchester Bricklayers' Accident and Burial Society, and at one time treasurer of the general fund. Though nominally only a friendly society, and as such certified by Mr. Tidd Pratt, it is in truth a trade society also. From its funds large sums were advanced to support the strike at the New Gaol. States that gross abuses have existed in its management, and explains in detail its purposes and position, and certain matters in its history (5649–95).

Robert Last.
9 April 1867.
I. 87.

Mr. ROBERT LAST (*General Secretary of the Operative House Carpenters and Joiners' Society*):

The society has been established 40 years, and is for both trade and benefit purposes. Its object is to enable the members to resist the encroachments of unprincipled employers, such as the "discharge note" in the midland counties (2437, 2466, 2485, 2490).

It has 150 branches in Great Britain and Ireland, consisting of about 10,000 members, whose numbers were increased by 2,504 last year (2438–46). The yearly income, assuming that all members paid, would be about 15,000*l.*, without reckoning entrance money (7*s.* 6*d.*) and fines (2441–2). During the last four years the society has expended on strikes 5,446*l.* 11*s.* 7*d.*, and for benevolent objects 8,606*l.* 4*s.* 11*d.*—namely, 2,040*l.* 17*s.* 11*d.* for members out of work, 3,628*l.* 19*s.* 3*d.* for sick benefit, 1,970*l.* 16*s.* for funerals and accidents, 838*l.* 3*s.* 6*d.* for loss of tools by fire, and 127*l.* 8*s.* 3*d.* for stolen tools (2499–501).

The society has an executive committee of five and a secretary. If there is a complaint involving a "new privilege," or demand, it comes first before the branch committee, then before the executive, who are bound to entertain the application, and if they think it unfounded the vote of the members of the whole society is taken; so that before a strike is sanctioned by the society every member has an opportunity of voting upon the question (2463–5, 2506–12). The society has never had difficulty in making its benevolent payments. If a lodge has not sufficient funds for the purpose, the deficieney is remitted from the general fund. At the end of each quarter the expenditure is equalized throughout the society, but the surplus funds are not equalized among the lodges, as in some societies. Each lodge retains what surplus it may have in its own hands after paying its proportionate share of the expenses of the whole society. Some lodges have as much as 3*l.* a member banked in the names of their own trustees, independently of the executive (2456–7, 2462, 2553–7). The society is bound to have a reserve fund of 500*l.* in hand; when it is reduced below that amount a levy (perhaps of 1*s.* a member) is made (2451–5).

The benefit and trade funds of the society are not kept separate. Thinks there might be a difficulty in keeping them separate, but none which might not be easily overcome (2561–2).

Some time since a combination of employers took place at Birmingham; the association which was formed extended itself to Walsall, Nottingham, Derby, and elsewhere. The members bound themselves by rule not to employ union men, and required every workman on entering upon employment to present a discharge note from his previous employer. The sole meaning of the discharge note was to break up the workmen's union, and to build up one for the masters upon its ruins (2518–21, 2531–6). The association circulated lists of men on strike, with a view of preventing them from getting work elsewhere. They also had a published rule, in respect of brickmakers and bricklayers, that they would allow no material to be supplied by any employer of labour that did not belong to the association (2537–41).

Mr. GEORGE LEVEY (*Member of the London Master Printers' Association*):

George Levey.
22 July 1868.
X. 83.

The association was formed in 1855, demands having been made by the compositors, who had then been in union for many years, which it was thought desirable for the masters to deal with in a body. Previously, temporary committees of masters had been appointed from time to time whenever occasion arose, to treat with workmen as to wages, &c. An earlier association of masters was formed in 1836, but it discontinued its meetings in 1849 (19,481–8).

I. Organization & Objects of Trade Societies.

Taking the majority of printing offices, it is now a difficult thing to find a single compositor in an office who is not a member of the union. It was not always so. The influence of the union has been gradually extended (19,518).

Dr. GEORGE LLOYD (*Chairman of the Midland Association of Flint Glass Manufacturers*):

George Lloyd.
30 June 1868.
X. 20.

The association was established in 1858. It includes among its members, 19 or 20 in number, half the firms in Birmingham and the neighbourhood (embracing Stourbridge and Dudley), which number about 23 or 24 (18,307, 18,372, 18,436–8). It was at first intended to be temporary, to continue throughout a strike then pending. At the close of the strike the aspect of affairs was such that the association was not dissolved (18,380).

The yearly subscription is 10*l.* a member. There is not now any defence fund, as at the beginning, when one was raised by a contribution of 100*l.* a member; but the association has a few hundred pounds in hand. For a new defence fund a new resolution would be required (18,370–80).

The Midland Association was, he believes, the first of its kind, and was formed with reluctance by the employers. This reluctance to combine is so general, and the master glassmakers are scattered over the country so widely, that a general association of masters, even of defensive character only, is, he thinks, impracticable (18,448–53).

Mr. ALEXANDER MACDONALD (*President of the Miners' National Association*):

Alexander Macdonald.
28 & 29 April 1868.
5 & 12 May 1868.
VII. 30, 38.
VIII. 27, 41.

The Miners' National Association was founded in 1863. It is an association comprising a number of local unions of miners throughout the country, and has for its objects the improvement of legislation affecting miners and the assistance of its members in various ways. Members of the association are those who belong to the local bodies connected therewith. They are about 35,000 in number (15,553, 15,583–4). The National Association has no share in the government of the local unions connected with it (15,549–52).

The funds are raised by a subscription of 1*d.* a month from every member (15,585–6).

The witness has been president from the beginning. He was chosen by a meeting of the delegates, some 50 or 60 in number, from the miners' unions. Before he held his present office, he was agent for the miners' union in Scotland, his duty being to advise miners in respect of statutory enactments, legal questions, rates of wages, and other matters affecting their social welfare (15,237–45, 15,554–75).

He receives as payment for his services 11*s.* a day when engaged in London, and 8*s.* 3*d.* a day when engaged in the provinces, together with his travelling expenses. Has private means of his own, and has spent during the last seven years 238*l.* more than he has received (15,577–82).

In 1817 a miners' union existed in Lanarkshire and Ayrshire, which, though contrary to the existing law, held its meetings in public. Its acts were tolerated. It had its officers, but these were changed at every meeting, that the union might not get within the meshes of the law (15,377–91).

In Scotland the colliers' trade societies are, as a rule, for trade purposes only, the place of the benefit fund being supplied by the workmen of each colliery having private societies of their own (15,753–6).

Has travelled in the United States. Found trades unions there in almost every trade and occupation. They are to a large extent for trade purposes only; and wages being good and the condition of the labourer also being good, there is not a necessity for trades unions. In the State of New York a statute has been passed incorporating a trade society with benefit as well as trade objects (15,675–80, 15,757–62).

A. DIGEST OF EVIDENCE.

I. Organization & Objects of Trade Societies.

John McDonald.

21 May 1867.

I. 145.

Mr. JOHN MCDONALD (*President of the Glasgow Master Brickbuilders' Association*):

The association is a local one, unconnected with any general organization, and has been in existence about seven years. It was formed for defensive purposes, to meet a workmen's association (3470, 3482–5). By the rules it is stated that its objects "shall be the "formation and establishment of certain rules to be "observed by the members in the payment of wages "to those in their employment, including apprentices, "journeymen, and labourers, in particular fixing the rate "of wages to be paid, and mutual counsel in the carrying "on of their business" (3474).

In Scotland work is more subdivided than in England, the branches of the building trade being kept more distinct. By this means it is believed that work will be done more efficiently and on more moderate terms (3470–2).

The association does not interfere with any other department of the trade than its own, nor do its members refuse to acknowledge or trade with brickbuilders who are not members (3560–5). One of the rules of the association is designed to prevent an employer paying a man, under the pretence that he is a foreman, more than the current rate of wages. An employer may pay a foreman more, and may have more foremen than one, but they must be at different places (3572–4).

Does not know whether or not the rules of the association are within the law, the question not having been entertained. The officers have power by the rules to enter upon legal proceedings to recover penalties, but no attempt has ever been made at law to enforce them (3575–9).

Does not know one journeyman bricklayer in Glasgow who is not a member of the union, though there may be non-unionists working for very small employers. Matters are so arranged by the workmen that apprentices are brought into the union before they are out of their time; at a certain period they can join by paying an entrance fee of 2*s.* 6*d.*, but later on they have to pay 2*l.* to enter, as in the case of other members (3660, 3506).

As far as Glasgow is concerned, taking in all the departments of trade, there will be little short of 80 per cent. connected with the unions. The unions of labourers in the building trade number 80 or 90 per cent. of the whole body; but taking in all labourers except agricultural, it may be said that not a tenth of them are connected with unions (3664–6).

William Macdonald.

9 April 1867.

I. 79.

Mr. WILLIAM MACDONALD (*Honorary Secretary of the Manchester Operative House Painters' Alliance*):

The alliance was established in 1852, and comprises, in addition to the leading or parent society in Manchester, to which the witness belongs, 58 branches. The alliance numbers 3,980 members, of whom 400 belong to the witness's society, and gained during last year an increase of 14 branches and 1,209 members (2260–9).

The objects of the witness's society are the general objects of a trade society combined with those of an accident and burial society. It has neither an out-of-work fund nor a sick fund (2274). Members are admitted in the usual way, being proposed at one meeting and admitted or rejected at a second. A member must be within a certain age, and must produce his indentures, or must prove by other evidence that he has served an apprenticeship of five years (2270–2). The subscription to the society is 3*d.* a week for nine months in the year, and 1*d.* a week for the remaining three months (2280). During the last five years, the society has paid for accident benefit 123*l.*, and for funeral benefit 498*l.*, or a yearly average of 24*l.* 12*s.* 0*d.*, for accidents, and 98*l.* 12*s.* 0*d.* for funerals. The other benefits, which include payments to tramps (13*l.*), an annual dinner which is the great annual *reunion* of the trade (15*l.*), a grant to the Art Workmen's Exhibition (5*l.*), and a grant to the Bakers' Society (5*l.*), the witness reckons at 43*l.* 2*s.* 11*d.*, making the annual benefits in all 166*l.* 6*s.* 11*d.* The amount expended by the society during last year for the purposes of strikes amounts to 24*l.* 12*s.* 0*d.*, and the working expenses to 33*l.* 10*s.* 10*d.* (2277–87). The amount expended during the year by the whole Alliance upon strikes, which were four in number, was 74*l.* 2*s.* 2*d.*, including the 24*l.* 12*s.* 0*d.*, expended by the witness's society as already mentioned (2290–2). The reserve fund of the witness's society amounts to 818*l.* 0*s.* 3½*d.*, and with this fund the other branches of the alliance have nothing to do (2265–6).

The affairs of the alliance are managed by an executive committee and a grand council; and the affairs of the witness's society by a president, a vice-president, a secretary, a committee, and a steward. The secretary collects the contributions and hands the money to the steward, who conveys it to the treasurer, and in the names of these three officers the bank book is kept (2273).

Charles Markham.

17 March 186

VI. 7.

Mr. CHARLES MARKHAM (*Engineer and Managing Director of the Staveley Iron and Coal Company, Derbyshire*):

For 20 years no union has existed amongst the workmen at the Staveley works, who are between 4,000 and 5,000 in number. When an attempt was made in September 1866 to form a union, the committee-men, secretaries, and other leading men, numbering 78 in all, were discharged after a month's notice, having persisted in forming their lodges after being informed that no union amongst the workmen of the company would be allowed. Other men were afterwards discharged, or gave notice to leave, until nearly 3,000 men were either under notice or on strike. In November a non-union movement was formed among the men, which increased until it reached 1,500 men, and then every man who was in the union had either to leave or to declare himself a non-union man (11,483–503, 11,666–7). The non-union movement has not resulted in any permanent organization amongst the men (11,627–32).

Two funds for the benefit of the workmen are in existence, a sick fund and an accident fund. The former has existed for many years, probably for 20; the latter has been established since 1864. The subscription to the sick fund is 3*d.* a week, to the accident fund 2*d.* a week. All workmen are required to subscribe, and the subscriptions are deducted from their wages. To the accident fund 2,000*l.* (500*l.* a year for four years) was contributed by the company on its starting; and after the first four years 25 per cent. of the amount subscribed by the workmen is to be added by the company. Both funds are managed by committees composed jointly of the officers of the company and of workmen, the workmen being paid for their loss of time. The accident fund has been certified as soundly constituted by Dr. Farr; the sick fund has not been certified in any way. When at one period it got into debt to the amount of 400*l.* or 500*l.*, the debt was paid by the then proprietor. Levies upon the workmen could be made if a deficiency occurred (11,519–45, 11,587–99).

No workmen leaving the employ of the company would be entitled to draw any sum on account of his subscriptions to the sick fund. Justifies the practice of making the subscriptions compulsory. Thinks there would be hardship only in the case of the subscriptions being large enough to provide an accumulated fund (11,546–86).

A sick fund similar to that at the Staveley works is in operation on the Midland Railway (11,571, 11,663–5).

The Staveley Company is not connected with any association of employers (11,600–2).

James Matson.

6 Aug. 1867.

IV. 80.

Mr. JAMES MATSON (*Secretary of the Associated Carpenters and Joiners of Scotland*):

The association, of which the witness has been secretary since February 1866, was formed in September 1861 (7704–6). Its objects comprise those of an ordinary benefit society, such as providing allowances for superannuation, in sickness, or on death, together with the insurance of tools, reducing the hours of labour, obtaining fair wages, and protecting the general interests of the trade (7714–7).

The rate of contribution is 3*d.* a week to the benefit section, and 3*d.* a week to the trade section. About one-third of the members belong to the latter section only, subscription to the benefit section being optional (7722–6).

The association provides for members over 50 years of age, and unable to work, superannuation benefit of 3*s.* 6*d.* a week if members for 10 years, and 5*s.* a week if members for 15 years (7751–3). To members disabled from following their employment grants of 50*l.* are made, the funds being obtained by special levies (7764–9).

The association gives "victimized allowance" in the case of workmen discharged by their employers for taking a leading part in bringing forward grievances or on account of their connexion with the society. Cases of this kind are not numerous (7844–7, 7892–4).

The subscriptions paid into the separate sections are kept in one fund, but the accounts are kept separate, and the funds of one section cannot be taken to meet the requirements of the other, the funds collected for either section being by the rules of the society available for the purposes of that section only. In the case of extraordinary need (no such case has yet arisen), a levy is to be made

for either section in which the fund may be short 7727–42, 7853). A deficit in a particular branch in either section is made up from the whole fund of the society for that section (7848–54). The funds of the society are invested in the National Bank of Scotland in the names of eight trustees, six of whose signatures, in addition to the secretary's, are required before any money can be drawn out (7857–62).

The association has 56 branches, all in Scotland, numbering 4,937 members (7719–21). For the year ending October 1866 the balance in the trade section was 319*l.* 10*s.* 1½*d.*, and in the benefit section 71*l.* 9*s.* 10½*d.*; the total amount invested (which is the sum of the yearly balances) on account of both sections being 3,398*l.*, of which 706*l.* belongs to the benefit section and the rest to the trade section (7743–50). Explains certain entries and matters of account in the association's published reports (7754–6, 7821–9, 7855–6).

The members of the executive council of the association are elected, and the seat of government (which hitherto has always been at Glasgow) is fixed every three years, the votes of all the members in the several branches being taken (7709–13, 7890–1).

The Registrar of Friendly Societies for Scotland declined to register the association's rules, because the trade section was in connexion with the benefit section. The registration of the rules would be advantageous, but registration would make it necessary to have two sets of officers and books in place of the one set now required. No difficulty has arisen from the want of registration: the association has been able to protect its funds, not having had any instance of misappropriation by officers (7760–3; 7830–43). Believes that the registrar is acting with the other trade societies as with the witness's association, and understands that his action is in accordance with the law. He registered the rules for friendly purposes of the Plasterers' Society on different rules being drawn up, and different books procured. The Plasterers' Society is the only trade society in Scotland which, to the witness's knowledge, has its rules for benefit purposes registered (7863-75).

The association has granted a loan of 200*l.*, for which interest at the current bank rate is paid, to the Inverness Joiners' Building Company, a joint stock company, whose members are also members of the association. A bond under the seal of the company, which is incorporated, was given as security. A number of the members of the association were on strike allowance at the time, and the loan was granted as a matter of policy to enable the building company to absorb the labour of these men (7757–9, 7898–912, 7986–91, 7918–22).

Before the formation of the association in 1861 there was no society which he would call a trade society in Edinburgh. There was a small society for insuring tools (7950–2).

In Glasgow alone there are now about 30 different trade societies, some of which, amongst them being the masons', plumbers', painters', bakers', tailors', and iron-moulders' societies, have branches throughout the whole of Scotland (7869–70).

Alfred Mault.

7, 14, 21, & 28 May 1867. 5 & 18 June 1867.

I. 109, 127,157. II. 13. III. 1, 35.

Mr. ALFRED MAULT (*Secretary of the General Builders' Association*):

The objects of the association, whose central offices are now at Birmingham, "are generally to secure the "good of the trade which cannot be secured by indi- "vidual action, especially in relation to systems of "contract and to the action of the trades unions" (2951–4).

It was established in 1865 on the basis of an older association (that in which the "discharge note" was started) of a year's standing, and consists of an aggregation of local associations about 80 in number, which are to be found chiefly in the west and north of England, three or four being in Scotland (2959, 2963).

The association holds that the absolute power to decide on all questions arising on contracts between the customer and the builder which is generally given to the architect is unfair; and its efforts have been mainly directed to the removal of this grievance, as well as of many others which exist under the present contract system (2955–7). With regard to questions between employers and workmen, the efforts of the association have been solely directed to the enforcement of arbitration as a means of settlement of disputes (2958–9). Where a local association has endeavoured to bring disputes to an end by arbitration, and failed, the general association bears the expense which the local builders may be put to in obtaining workmen from other places. Beyond giving this assistance, and furnishing information as to the best means of offering arbitration, the general association does not interfere in any way in local questions (2959–61). It is founded on the principle that every master has a perfect right to conduct his business as he thinks fit (2959.)

The employers connected with the association object to trades unions on three grounds: (1) that many of their objects are improper and contrary to public policy; (2) that those of their objects which are not improper and contrary to public policy are pursued by improper means; and (3) that the societies are so constituted that the natural result of their action is to exercise coercion over both masters and men, and to separate rather than to unite the two classes (2971).

Estimates that in Great Britain about 900,000 workmen are connected with the building trades, of whom 680,000 are artisans, and about 220,000 are labourers; that of the whole body about 10·5 per cent. are unionists; that in the several classes of workmen the proportion of unionists is as follows: carpenters and joiners 10·3 per cent., masons 17 per cent., bricklayers 18·75 per cent., plasterers 30 per cent., plumbers, painters, and glaziers 9·75 per cent., brickmakers 6 per cent., labourers 8·2 per cent. Gives the data on which these estimates are based, and states the particulars in further detail. Has obtained the information from every source he could, and every source at his command is a union source (2964–8, 3679–80). Believes that union men exist in great proportions in certain districts, where perhaps the unions' head-quarters are fixed, rather than in certain towns (2970).

John Millington.

21 Nov. 1867.

V. 37.

Mr. JOHN MILLINGTON (*Secretary of the National Association of Malleable Ironworkers*):

Receives for his services as secretary a salary of 120*l.* a-year (9200).

John Mooney.

9 July 1867.

IV. 13.

Mr. JOHN MOONEY (*President of the Operative Bricklayers' Society of Glasgow*):

The society has been in existence 17 years, and is the only bricklayers' society in Glasgow, where masons rather than bricklayers abound. It numbers 379 members, as well as 165 apprentices (in Glasgow), including the members of branches at Paisley and Greenock (6809, 6826-9, 6846-8). The weekly subscription is 3*d.*, but a levy is made for each funeral benefit, which is 7*l.* 10*s.* for a member or his wife. In 17 years 312*l.* has been paid for funeral money, 712*l.* for sick aliment, and 205*l.* 10*s.* 7*d.* for strike pay. The accumulated fund amounts to 1,357*l.*

The society sometimes assists other societies on strike, the amount being granted by the vote of all the members in extraordinary meetings. 20*l.* was lately granted to a coopers' society (6832-43, 6849-54).

Affirms, in contradiction of Mr. McDonald (*see above*), that not more than three-fourths of the bricklayers in Glasgow are unionists (6797-801).

John Normansell.

5 May 1868.

VIII. 14.

Mr. JOHN NORMANSELL (*Secretary of the South Yorkshire Miners' Association*):

The association, of which the witness has been secretary for four years, was formed in 1858. Early in that year the employers throughout the district gave notice of a 15 per cent. reduction in wages, whereupon the men at the various collieries, who had previously had no union, formed themselves into branches, and from the branches a general union was formed. Enumerates the objects of the association, which are very numerous, and comprise obtaining better legislation with respect to mines, assisting miners in dealing with their employers by securing them allowances when out of work and otherwise, and making allowances in case of accident, both to members and to their widows and orphans. Local lodges of the association have in addition certain funeral benefits (16,092–105). There are two classes of members, one for boys entering under 16 years of age, who pay half contributions and receive half benefit, until they are 18. All members above 18 pay the full entrance fee for 10*s.* and a weekly subscription of about 9*d.* Levies are made when necessary; and during the last year a levy of 3*d.* a week, for the Gresley miners who were being locked out, was continued for about eight months (16,106–12).

On the original formation of the association it had from 2,000 to 3,000 members. It now has about 7,000, excluding those who are behindhand with their contributions (16,097–104).

A. DIGEST OF EVIDENCE.

I. Organization & Objects of Trade Societies.

Does not think it would be well to separate the trade and benefit funds; although in his association, as in others, they are already kept separate in the accounts (16,202–10).

When first established, the association was not recognized by the coal owners of the district—that is, they would not acknowledge any officer or deputation from the association; but since 1865 it has been recognized (16,114–9).

C. M. Palmer.

9 June 1868.

IX. 51.

Mr. CHARLES MARK PALMER (*Managing Director of Palmer's Patent Shipbuilding Company, Limited, Newcastle-on-Tyne*):

Gives particulars of the use made in the Iron Manufacturers' Association, of which he is a member, of the bonds given by the members (17,777–90).

Justifies the proceedings of an association of shipbuilders with which he is connected, and the objects of which are "the securing of prompt and united action "against any attempt on the part of the workmen to ob- "tain concessions injurious to the general interests of "the trade," and "the holding of free and friendly "communication with the representatives of the work- "men in order to avoid strikes." Does not consider that the association is a "union" at all; and maintains that in its constitution and working it is widely different from the unions of workmen (17,847–80).

In Northumberland there is an association of employers called the Steam Coal Association, of which he is a member. The rules are much the same as those of the iron manufacturers' association. The trades unions are rather strong in the district, and the Steam Coal Association is for the protection of the colliery masters. In the case of a difficulty with the workmen of a colliery two disinterested viewers are called in to report whether the demands of the workmen are fair. If they report against the workmen and cannot settle the matter with them, the colliery is allowed to go on strike, and the association then subsidize it in large sums (17,810–1).

William Pickard.

17 March 1868.
5 May 1868.

VI. 32.
VIII. 1.

Mr. WILLIAM PICKARD (*Agent of the Wigan District Association of Lancashire Miners*):

The association was formed in 1862. It has three funds—the accident fund, the funeral fund, and the relief or "labour wage" fund. The subscription is about 6*d.* a fortnight to the "district board," besides the subscriptions in the several lodges, which amount in some cases to 1*s.* or 1*s.* 1½*d.* on the fortnight. The subscriptions are divided between the several funds. In case of accident in following his trade, a member receives 5*s.* or 7*s.* a week; the death of a member or his wife a grant of 5*l.* or 6*l.* is made; and from the relief fund an allowance of 9*s.* or 10*s.* a week was made up to the time of the fund being exhausted to those members out of employ for reasons sanctioned by the association. There are now, or were before the recent strike, between 6,000 and 7,000 members (15,763–76, 15,834–8).

Thomas Piper.

30 April 1867.

I. 92.

Mr. THOMAS PIPER (*Secretary of the London Master Builders' Society*):

The society, which consists of 76 members, was founded in 1834, having for its object "to promote a friendly "feeling and interchange of useful information among "those who are engaged in general building in and near "London." A benevolent fund supported by voluntary subscriptions is also in existence, out of which sums are paid to the widows and children of workmen killed by accident while in the employ of a member; but the objects of the fund have not been systematically carried out, (2580–4, 2677–9).

The funds arise from an entrance fee of 3*l.* 3*s.* and an annual subscription of 2*l.* 2*s.* The accumulated fund now amounts to about 600*l.* (2582). No part of its funds is expended for trade purposes (2738–9).

The society does not take action in trade matters beyond convening meetings of the trade to consider them; nor does it take cognizance of morality on the part of its members; but persons are sometimes excluded from admission on the ground of unsatisfactory character (2748–53). It may be said to be a club of gentlemen belonging to the profession (2583, 2612, 2754–5). Gives particulars of statistics collected by the society, with reference to provident and other schemes for workmen, and of other works of usefulness which it has undertaken (1584–7).

A general masters' association, with branches in many parts in the kingdom, has been formed, but the London builders have not joined it (2631–3).

George Potter.

19 March 1867.

I. 16.

Mr. GEORGE POTTER (*President of the London Working Men's Association, and member of the Progressive Society of Carpenters and Joiners*):

The London Working Men's Association, which is not confined to one particular trade, consists of about 600 members, and has for its object "to procure the political "enfranchisement, and promote the social and general "interests of the industrial classes" (303–10). The industrial feature in it is greater than the political (316–7). The council is composed of delegates from certain trades, generally important officers of trade societies. It considers general trade questions as they arise, and receives applications from particular trades for assistance in public efforts; it never counsels a strike, but invariably suggests arbitration (341–7). In a recent movement among ironworkers in the north, the association raised for the workmen about 700*l.* by special subscriptions, (348–53).

The Progressive Society of Carpenters and Joiners (London), one of the oldest of its kind, has been in existence about 28 years (334, 391). It is a local society, not a branch of an amalgamated society (332). It numbers about 130 members, who pay 3*d.* a week each, the funds being applied to the relief of members out of employment or engaged in disputes with employers, and to granting amounts at death—at the death of a member 8*l.*, of a member's wife 4*l.* There is no sick fund, the society being rather a trade than a benefit society; nor is there any accumulated fund (313; 476–80).

The society has no secret rules (386). The committee have no power to deal with matters not provided for in the rules; they can only bring such matters before a general meeting of members (384–9). No oath is taken by the members of the society, nor has he known any society whose members were required to take any (472–5). Levies are occasionally made, perhaps 1*s.* a member, for the benefit of other trade societies engaged in trade disputes, the levies being made at general meetings of members; participation in the levies is not optional but compulsory (481–90).

There are in London 18 or 20 local trade societies having no other benefits than burial allowances: their real object is the protection of their members, the benefits having been mostly added after the original formation (310, 311, 333, 395).

John C. Proudfoot.

6 Aug. 1867.

IV. 88.

Mr. JOHN C. PROUDFOOT (*Secretary of the Trades' Council of Glasgow*):

Has been connected with trades unions since 1854, when he was secretary to an association of joiners. This association was afterwards remodelled and made the Glasgow and West of Scotland Society, upon which society the present Associated Carpenters and Joiners of Scotland was founded (7992).

Trade societies for regulating wages have been in existence in one way or another for hundreds of years. Up to 1856, when the Glasgow and West of Scotland Society was formed with a view to amalgamate the small unions here and there, there was no general union among joiners in Scotland. The small society for the insurance of tools which was referred to by Mr. Matson, was up to the year 1854 or 1855 the nucleus around which the trade combinations in Edinburgh for increase of wages and the like gathered, and the source from which the movements in those directions emanated (8085–96).

Believes that the Registrar of Friendly Societies for Scotland has on all occasions refused to certify the rules of any society that have in them anything connected with trade purposes. Can say that the rules of the majority of trade societies in Scotland have not been certified, and is not aware of any of them making application for the purpose (8167–8).

John Robinson.

1 July 1868.

X. 48.

Mr. JOHN ROBINSON (*Engineer of the Atlas Works, Manchester*):

An association of employers was formed about two years ago amongst the engineers of Manchester and the district (extending to Blackburn in the north), consisting of 50 or 60 firms. Its design is merely to give information; it has no rule compelling the members to take any course of action; each man can do as he likes. Thinks that from the diversified interests of the employers a permanent trade association amongst them, to oppose the unions of workmen, cannot be established, All association with such an aim can only endure for a time for a specific purpose (19,065–74).

P. J. Robson.

26 May 1868.

IX. 47.

Mr. PETER JAMES ROBSON (*President of the Shipwrights' Provident Union of the Port of London*):

This society was established in 1824, before which year there was no union or combination among the shipwrights in the Thames. It was at first a trade union society, established purposely for the protection of the trade and its members; but as there were no strikes for a number of years, the funds have gradually increased, and it has merged largely into a benefit society (17,614, 17,638–9).

The society has now 1,400 members. The subscription is 1*d.* a day for every day at work. The society has 12,400*l.* in the new 3*l.* per cent. annuities (17,636–8). There is no out of work fund; from the nature of the hiring, and from the fluctuations of the work, it would not be practicable. Allowances are made to members out on strike (17,336, 17,664).

Henry Self.

22 & 24 July 1868.

X. 102, 106.

Mr. HENRY SELF (*Secretary of the London Society of Compositors*):

Gives the history of the London societies of compositors before the formation of the present society, which was established in 1848, and also the earlier history of the present society (19,785–6, 19,804–20).

It is not a benefit society in the common acceptation of the term. There is no sick or burial fund, although there are two funds—the Permanent sick fund and the Widow and Orphan Fund—the members of which, being also members of the society, are permitted to hold their meetings at the society's house. An allowance is made to members when unemployed, of 10*s.* a week for 13 weeks during the year. The society also contributes a small amount to enable its members to obtain work in other places when work fails in London, and relieves members of other societies seeking work in London. The primary object of the society is to protect the "scale" of prices for compositors' work which has been agreed upon with the masters; and for this purpose it has a strike fund. A scheme for providing funeral allowances has been lately proposed and adopted (19,804, 19,828–31, 19,840–52). In addition to the above benefits, the members have the advantages of the society's library (containing 6,000 volumes) and reading-rooms, and of admission to metropolitan hospitals, about 22 in number, to which the society subscribes (19,863–6).

The weekly subscription varies from 2*d.* to 5*d.*, according to a man's earnings. To many "houses" collecting sheets are issued, and the subscriptions of the members are in these cases paid in one sum. In other cases men pay their subscriptions individually. The average subscription is probably 5*d.* (19,821–4).

The society is governed by a committee, 13 in number, to which questions of dispute are sent from "chapels" or meetings of the workmen in different houses, the committee being liable to have their judgments overruled by a quarterly delegate meeting or by a general meeting (19,786).

The society has now 3,300 members, who are probably three-fourths of the whole number of compositors in London (19,860–1).

Puts in an abstract of the income and expenditure for the last 10 years. During that time the society has expended in relief to unemployed members, 9,836*l.* 10*s.*; in law and defence of "scale," 2,756*l.* 1*s.*; in travelling relief, 695*l.* 3*s.* 10*d.*; in medical charities, 569*l.* 2*s.*; for the library and reading-room, 891*l.* 8*s.*; in assistance to other trades, 1,185*l.*; in sundry disbursements, 3,706*l.* 16*s.* 11*d.*; for salaries to committee and officers, &c., 3,903*l.* 10*s.* 7*d.*, making total of 23,543*l.* 12*s.* 4*d.* During that time the total income (including balance in hand at beginning) was 25,105*l.*; and in January 1868, there was a balance in hand of 4,686*l.* 7*s.* 8*d.*

In the general run of trade societies it would be impracticable to require that the trade and benefit funds should be kept apart, neither to be available for the purposes of the other; and a requirement to this effect would, in the witness's opinion, be tantamount to suppressing his own society so far as the protection of the recognized "scale" of prices goes. The members of the society are careful in adopting any benefit principle, because they believe that any funds for benefit purposes should be secured absolutely for those purposes; and in his opinion a trade society should be distinct from a benefit society. But in a trade fund it is not proposed by its conductors to guarantee a man any one of the benefits farther than the funds will go. A man who joins a society such as that to which the witness belongs, does it with a full understanding of the obligations implied, and that his subscriptions may all be absorbed by each or all of the heads under which benefits may accrue to him (19,825–45, 19,856–9).

The Provincial Typographical Association, which is distinct from the London society, has branches all over the country. Members of the London society can take out "travelling cards" when in search of work, and these will entitle them to recognition by the provincial societies, the branches of the typographical association (19,854–5).

John Shreeve.

22 & 24 July 1869.

X. 100, 112, 114.

MR. JOHN SHREEVE (*Secretary of the Printing Machine Managers' Trade Society*):

The society is both a trade and a friendly society to a certain degree. It allows 10*s.* a week for not more than 13 weeks in a half year to a member when out of work, and 20*l.* on the death of a member, or 10*l.* on the death of a member's wife. The subscription is 2*s.* a month, a levy or 6*d.* on the death of a member, and 3*d.* on that of a member's wife, being made when funeral allowances have to be paid. There are no allowances in sickness. The society has now 530 members (19,919–21).

Thinks the society's system a loose one. The funds for trade and benefit purposes are not separate, and he would like to see them so kept, and left sacred for the purposes they were devoted to. He objects to combining the trade and benefit principles together (19,920–4).

There is a Machine Managers' Benefit Society in existence and in a prosperous condition. A man must be a member of the witness's trade society before he can join it, but he does cease to be a member if he leaves the trade society. The allowance in sickness of this society is 1*l.* a week (19,124).

J. P. Smith.

26 May 1868.

IX. 42.

Mr. JOHN PATERSON SMITH (*Secretary of the Clyde Shipbuilders and Engineers' Association*):

The association was established in May 1866 in consequence of the action of the unions at the time, and is entirely of a defensive character. It would cease if the workmen's unions were to cease (17,446–8, 17,502–7).

The members include, with one or two exceptions, all the shipbuilding firms on the Clyde, and are about 35 in number. The rules of the association, which bind the members under certain circumstances to the action agreed upon by a majority of two-thirds, were adopted after full discussions at meetings of the members (17,449–64, 17,497–501).

There is no stated subscription. Promissory notes, varying in value according to the number of workmen, are given by the members, at the rate of 4*l.* for every man and boy. These notes guarantee a sum between 90,000*l.* and 100,000*l.*, which if required to meet the expenses of a strike could be obtained at a day's notice. The working expenses of the association are defrayed by a subscription for the purpose (17,455–7, 17,477–9).

Robert Steele, Junr.

26 May 1868.

IX. 32.

Mr. ROBERT STEELE, junr. (*of the firm of Robert Steele & Co., Shipbuilders, Greenock*):

Gives some few particulars as to the formation of the Clyde Shipbuilders and Engineers' Association. It was found absolutely necessary to establish it, as the men could only be controlled in the operation of their union by a similar union on the part of the masters. Does not think that any association would be required at all if the workmen did not control the labour market in any way (17,237–9, 17,243–52, 17,329–34).

T. J. Wilkinson.

30 June 1868.

X. 31.

Mr. THOMAS JOSHUA WILKINSON (*Secretary of the National Flint Glassmakers' Friendly Society*):

Has been secretary of the society, which was established in 1849, and whose head office is at Birmingham, for 12 months. The secretary is elected for three years (18,627, 18,641, 18,691). The society has recently been amended in its constitution, and the two sections (sick fund and trade fund) which formerly existed, have been made into one society (18,684).

The society has about 1,700 paying members. Among glassmakers there are three grades of workmen, of whom the first and second pay each 1*s.* 3*d.* a week as subscription to the society, and the third 1*s.* a week (18,630–3, 18,629). Allowances are made to members when sick or unemployed, and on superannuation (18,672-4, 18,680-4).

The society has a reserve fund, which is invested, amounting to a little under 9,000*l.*, and this is being increased. It is possible that the funds might be exhausted by a strike or lock-out, but as far as the members can judge they think that they will be able to meet all the liabilities of the society (18,685-99).

A. Digest of Evidence.

I. Organization & Objects of Trade Societies.

Thinks there are not more than 2,000 glassmakers in the kingdom, including the 1,700 who are members of the society (18,634–40).

Charles Williams.

2 April 1867.

I. 66.

Mr. Charles Williams (*General Secretary of the National Association of Operative Plasterers*):

The association was established in 1859, and has for its objects the protection of trade and the making provision for burials and for relief in case of accident. By "protection of trade" is meant improving the position of their trade by reducing hours, raising wages, and elevating their class (1757, 1768–87). It has 128 lodges or branches in the United Kingdom, numbering about 8,000 members; the executive committee being located at Liverpool (1751–8).

The amount of subscription varies in different localities from 3*d.* to 6*d.* a week, of which 2*d.* a week has to be forwarded to the executive council to form a general fund, which now amounts to about 3,100*l.* (1760–4). Many of the lodges have private funds, and some of them large subscriptions: in his own lodge the latter amount to 1*s.* 3*d.* a week on an average; but the benefits there are large, burial money for a member amounting to 28*l.* on an average, and accident pay to 16*s.* (1914–5). The funds are not equalized in the different branches (1761). The society takes steps to find out where there is a demand for labour, and endeavours to supply such demand. Monthly returns are made and printed (1876–8, 1913). In choosing a number of men out of a greater number to be sent to supply a deficiency, the men are taken on their merits, if they are known, the officers of the branch being the judges (1906–12).

A great number of employers belong to the association, (1802). The society does not number more than 50 per cent. of the men in the trade, if so many (1933). There are three other societies of working plasterers in Ireland (1934).

Walter Williams.

27 Nov. 1867.

V. 74.

Mr. Walter Williams (*Honorary Secretary of the South Staffordshire Iron Masters' Association*):

The association dates back 40 or 50 years, but up to March 1864, when a code of rules was adopted, it had no rules. The purposes of the association comprise regulating the price of iron, looking to secure an average rate of wages agreed upon, and parliamentary business (9828–33).

In the course of his experience has known three sets of unions amongst ironworkers to be established; the present unions (if they really exist now) being the third set. The others died out for want of funds and want of objects when prices came down (9839–44).

James Wilson.

18 June 1867.

III. 21.

Mr. James Wilson (*Member of the Leeds Branch of the General Builders' Association*):

An attempt to establish a masters' association, both local and national, was made in Leeds upon the establishment of the National Association of Operative Plasterers, but it failed for the want of co-operation on the part of the employers. There is the greatest difficulty in forming an association of masters: competition hinders their associating, and acting in unison when associated (4399, 4513–4, 4544–63).

Is afraid it is not possible to allow combination in unions on condition of freedom for non-unionists (4723–5).

Of plasterers in Leeds, 95 per cent., he should think, are in the union (4724).

II. FINANCIAL POSITION OF TRADE SOCIETIES.*

II. Financial Position of Trade Societies.

William Allan.

1 Aug. 1867.

IV. 62.

Mr. William Allan (*Secretary of the Amalgamated Society of Engineers*):

Explains in full detail the position, past experience, and resources of the society, in reply to the comments of Mr. Tucker in his report, and of Mr. Mault in his evidence. The society has the experience of 16 years in its present form as an amalgamated society, and also that of the other societies which were in existence as separate societies before the amalgamation in 1851, to guide it in estimating the sufficiency of its resources to meet its engagements. Of the societies which were then united in the Amalgamated Society, one was established in 1824 and another in 1826 (7379–472).

Believes that the society would not afford its present advantage to the members if the trade and benefit funds had to be kept separate. The union in one society of and benefit purposes is beneficial. The latter soften men's minds and render them more careful with respect to the latter. The question of separation has often been discussed in the society, and always decided in the negative (7505–7, 7593–90).

Robert Applegarth.

9 & 23 July 1867.

IV. 4, 42.

Mr. Robert Applegarth (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

Replies fully to Mr. Tucker's comments upon the society in his report and evidence, and explains in detail its position and resources. The society should not be regarded as a benefit society; it is "pure and simple" a trade society, although members support it the better on account of its benefits unconnected with trade purposes. The society has the advantage of the experience of the Amalgamated Engineers' Society, which was formed by amalgamating a number of local societies, and which had been in existence ten years when the Amalgamated Carpenters' Society was started. Right or wrong the society has attached more importance to the experience of the past than to actuaries' calculations. Judging from past experience, and bearing in mind that in addition to the sources of income mentioned by Mr. Tucker it has those arising from secession of members before they are free, honorary membership, lapse of membership, fines, &c., as well as the power of making levies, he believes that there is no danger of the society being unable to meet its engagements (6539–70, 6590–625, 6646–705).

Sees no objection to the trade and benefit funds of a trade society being kept separate, but sees no advantage. In his society the expenditure is at present accounted for in minute detail under the two heads (6571–92, 6722–4, 7269–72).

A. G. Finlaison.

6 Aug. 1867.

IV. 79.

Mr. Alexander Glen Finlaison (*Actuary to the Commissioners for the Reduction of the National Debt*):

Undertakes to prepare a report on the Amalgamated Engineers' and Amalgamated Carpenters' societies. Enlarges on one or two special features of trade societies as compared with ordinary benefit societies (7690–701).

Alfred Mault.

21 May 1867.

I. 157.

Mr. Alfred Mault (*Secretary of the General Builders' Association*):

In his view the organization of trades unions as friendly and assurance societies is upon the most unsound basis, and must eventually end in ruin. Not having been in any union, has not personally known instances of unions failing to pay benefits promised, but has heard of such instances from workmen who have paid into societies which failed immediately on superannuation benefit coming into force. States what benefits are promised for their subscriptions by the Amalgamated Society of Carpenters and the General Union of Carpenters respectively. Judging these and similar societies by the published tables of the Registrar General and Mr. Neison, thinks that they must inevitably come to ruin, and that the longer they last before that inevitable consummation occurs the more widespread the ruin will be. Does not think that the members' liability to levies makes up for the insufficiency of the subscription, which should, in such a case as that of the Amalgamated Carpenters, be 5*s.* instead of 1*s.* a week. Thinks it would take 30 or 40 years in the history of a society to discover the insufficiency of the subscriptions (3681–705).

Robert Tucker.

9 & 23 July 1867.

IV. 1, 13, 40.

Mr. Robert Tucker (*Actuary to the Pelican Insurance Company*):

Has had before him the papers relating to the Amalgamated Society of Carpenters, and is of opinion that, looking at the society as an ordinary benefit society, without taking into consideration the payments for trade purposes which are made out of the funds, the subscriptions are utterly inadequate to meet the purposes for which they are levied (6407–14). Has not taken into the account the extra payments beyond the subscriptions, such as whips and levies (6457–72). If the means exist of making good by extra contributions any deficiency that may arise, that must remove his objections as to the insufficiency of the subscriptions (7663). Does not

* For the reports of Mr. Finlaison and Mr. Tucker, and the full text of the evidence of Mr. Allan and Mr. Applegarth in reply thereto, see Appendix G.

think that the position of a society can be fairly tested except by a valuation of its assets and liabilities (6417–30). The expenditure of the society does not appear to him to be economical, but he is not acquainted with the special features of a trade society as compared with an ordinary benefit society (6521–31). Thinks that no societies such as the Amalgamated Carpenters' can possibly be sound unless their rates are adequate to meet the payments promised, and unless they keep their funds separate, having a separate fund for the expenses of management, and appropriate no money to any other object than that for which is contributed (6507, 6557–8). Explains certain matters referred to in his report, and gives his views on certain points more fully (6415–536, 7232–68).

A. Digest of Evidence. II. Financial Position of Trade Societies.

III. REGULATION OF WAGES AND HOURS OF LABOUR.

William Allan.

19 & 26 March 1867. 1 Aug. 1867. 1 July 1868.

I. 28, 33. IV. 62. X. 46.

Mr. William Allan (*Secretary of the Amalgamated Society of Engineers, &c.*

The operations of the society have had the effect of equalising wages in different districts, though not of bringing them to a uniform rate (665). Wages now vary in different towns of the same district to the extent of 1*s.*, 2*s.*, or 3*s.* a week. Does not think that the difference of locality makes much difference in the cost of living, but in some towns house rent and coals are cheaper (669–71). The society would not as a matter of course sanction an attempt to raise the wages in one town to the level of those in another, though it would do all it could to raise them (679–81, 947). The society has no rule regulating the rate of wages, which practically regulate themselves (787–8). It has complete cognizance of the rates of wages in different parts of England and Scotland (946). If a man is not receiving a proper rate the society helps him to object to it (787–9). A man who is working under the rate current in his shop is required to leave, and if he proves unable to obtain the rate paid to other society men is required, as an incompetent man, to leave the society (790–7). As a non-society man he would then be allowed to work with society men without annoyance, nor would objection then be taken to his working at a lower rate (797–8). For him to remain a society man at the lower rate would tend to reduce the wages of the other members (795). In the north of England and in Scotland, on account of the large amount of shipbuilding, wages have improved vastly, year by year, within the last few years; in London and Manchester they have fluctuated but little, but within the last 12 months there has been an upward tendency (832, 862). From the year 1840 to 1852 the wages were much the same as they have been in the succeeding 12 years (863). Where an employer proposes to reduce wages, even on the plea that trade is slack, and that a rise has previously taken place on account of the briskness of trade, the society generally resists the proposal on account of desiring to retain what one has got (860–1, 948). When considering these matters the society does not take into account the question of competition between employers, objecting to allow the employer who has reduced the price of the article to reduce the wages to meet it (949). But if there is reason to believe that owing to falling off in demand wages ought to be reduced, the society submits, as it is now submitting in some parts of England, to a reduction of wages (951). Would not like to explain in detail the mode in which information as to a falling off in demand is obtained: the information is generally got from officials in the establishment (950). Thinks that the rate of wages has not been kept up during the last 13 years simply by the prosperous state of trade, inasmuch as wages have been advanced within the last eight months by certain employers in London without any solicitation from the society, notwithstanding the bad state of trade (982–3). The rate of wages has been partly kept up by the wish of the employers to avoid disputes (981).

The society has been instrumental in reducing the hours of labour. About eight months ago a deputation, as recommended by the society, waited on Mr. Platt, of Oldham, to ask that the hours might be reduced by one hour to 57½ a week, as in Manchester, and he acceded to the request without making any reduction of wages (681–3, 887–8). Sometimes, when an application is made by workmen for a reduction of hours, they offer to reduce the wages also, but such cases are the exception and not the rule (886–7). Thinks that a diminution of the hours of labour diminishes the amount of work done by the whole difference in time (890–94).

Robert Applegarth.

18 March 1867. 9 & 23 July 1867. 1 Aug. 1867.

I. 1. IV. 4, 42, 61.

Mr. Robert Applegarth (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

The society fixes only a minimum rate of wages, and not a maximum, and is willing to receive as members inexperienced men who are not able at first to earn the stated wage (227–37). It certainly does not prevent efficient men from making the best of their skill (246).

III. Regulation of Wages and Hours of Labour.

Edmund Ashworth.

5 June 1867.

III. 15.

Mr. Edmund Ashworth (*Chairman of the Building Committee, Manchester Assize Courts*):

Believes that in some instances the unions have raised wages, but they seek advances without judgment at unseasonable times, and when they are not warranted by the state of trade. Unions can never maintain wages against a bad trade (4349–56).

Believes that the wages of servants and others not connected with trades unions have risen, though not in quite the same proportion, yet very considerably, by the operation of the law of supply and demand, labour in those classes being scarce (4356). Among other classes the operation of the law is prevented by combinations of men to keep down the supply by limiting the numbers of apprentices, &c. (4357).

Knows from personal experience that wages on the continent are a great deal lower than ours, and that the hours of labour are longer (4347).

Edwin Coulson.

2 April 1867.

I. 55.

Mr. Edwin Coulson (*Secretary of the Operative Bricklayers' Society*):

It is found that in all districts where lodges have been recently established the men have succeeded by reason of their organization in obtaining advances of wages without protracted strikes (1417).

In determining the rate of wages, men proceed upon the prices of food, house rent, and other things necessary for subsistence, and then take the general average amount of work which can be done in a day (1426–30). Demands for increase of wages arise from comparison of the rates paid in different localities (1431). There is, decidedly, great difference in capacity between workmen. Has seen some men who work to the extent of 1*s.* a day more than others (1474–8). Workmen would only be too glad to allow such men to receive extra wages, but extra pay is rarely given except to induce a man to do as much work as he can irrespective of quality (1478).

Richard Harnott.

26 March 1867.

I. 44.

Mr. Richard Harnott (*Secretary of the Friendly Society of Operative Stonemasons*):

It is not the object of the society to equalize wages throughout the country, nor to compel employers to pay all workmen alike. In various parts the journeymen who are members of the society do not all receive the same wages (1055–56, 1194). There are no proceedings to prevent a member who is not a competent man from working for lower wages than the rate which has been sanctioned for his district, but a competent man so working subjects himself to a penalty of so much a week; if he will act upon that he may take it very lightly (1055–61). There has been a great improvement in wages during the last few years, owing probably to the improvement of the building trades generally. In some instances, where workmen have been scarce, employers have voluntarily advanced the wages. Cannot tell whether the improvement has taken place by reason of the operation of the society (1070). In many towns the working hours have been reduced to nine hours a day. Has no doubt this is partly attributable to the society's operations (1184). It is considered that a reduction of hours is preferable to an increase of wages, inasmuch as the former gives work for an increased number of hands, and, coupled with a restriction as to apprenticeship, increases the advantage which the men have over their employers (1186–8). To promote this end is the chief object of reducing the hours of labour, though the time gained gives opportunity for attendance at mechanics and other institutions (1187). It is provided in the rules that when members through age or infirmity are unable to earn the current wages, their lodge shall decide what amount below the current rate they shall be entitled to; and the deci-

A. DIGEST OF EVIDENCE.

III. Regulation of Wages and Hours of Labour.

sion of the lodge is binding on the members concerned (1195–96). The society does not fix a maximum rate of wages; nor is there anything either in the practice or in the rules of the society which would prevent an efficient and exceptionally skilful man from making the best of his labour. Many members of the society receive more than the current rate of wages (1197–99, 1225). It would be expected that a highly skilled workman would ask the current rate of wages only, and it would rest with the employer to give him more (1209–11). The rate of wages is fixed by the society according to the amount of work performed (1200–3).

Abram S. Hewitt.

28 May 1867.
16 July 1867.
22 Nov. 1867.

II. 1.
IV. 17.
V. 40.

Mr. ABRAM S. HEWITT (*of the firm of Cooper, Hewitt, & Co., Ironmasters, United States*):

Believes that in the United States the average rate of wages has not been increased at all by the effect of the trades unions, nor by strikes, as a general rule. During the war, advances were gained from time to time by the men taking advantage of the increased demand for labour, and making applications which employers could not refuse (3740, 3854–8).

Does not expect, and thinks it unreasonable to expect, workmen to volunteer reductions as trade grows slack; it is for the master to do the thinking (3859).

Thinks that, with respect to a minimum of wages, trades unions in the United States have the same rule as trades unions here (3891).

The wages of puddlers in the United States are nearly three times as great as those of puddlers in Staffordshire, and other descriptions of labour would be paid for at about a proportionate rate (3788–9, 3835–43). Thinks that the high standard of wages current in the United States is mainly determined by the abundance of unsettled land, of which a tract sufficient for a man's support can be had either on credit or for the asking. If we add to what would be the ordinary value of labour in this country the element of the land, we arrive nearly at the value of labour in America. The possession however of large amounts of unsettled land by a nation will not lead to high wages unless social order and organization exist; for example, in Mexico labour is worthless. In seeking to adjust wages, labourers must, whatever else is done, be careful to leave the social fabric standing firm (3770–2, 3785–7).

The cry for protective tariffs in the United States arises from the belief held by both employers and employed—judging from the condition of the labouring classes in England, and the reduction of wages there to such a point that women's labour is substituted for men's—that free trade leaves too much out of sight the condition of the labourer, whose present high rate of wages both masters and men in America seek to maintain by adherence to a protective system (3773-7). Believes himself that while free trade would lower the nominal rate of wages, it would not diminish the purchasing power of a man's labour; but a workman does not understand anything about the purchasing power, he only thinks of the number of dollars. To remove this misconception from workmen's minds efforts are now being made to provide technical education by evening teaching (3788-801).

Has heard of bare subsistence wages in the United States in times of depression, but they were very exceptional indeed (6961-2).

The working classes in America have commenced an agitation for the "eight hours," which seems to mean ten hours' pay for eight hours' work. An "eight hours law" has been enacted in the States of Illinois, Wisconsin, and New York. The law declares that in the absence of any provision to the contrary a legal day's labour shall be eight hours, so that it would be illegal for a public officer to require men in public works to work more than eight hours, unless by special agreement at different wages (3865-75, 6858-65, 6903-9, 6932-3).

Reads an extract from the proceedings of a convention of the trades unions in the State of New York, calling upon the Governor to declare, in conformity with the Act, eight hours as a day's work on the public works, and naming the 1st of November as the date from which the eight hours should be insisted on (6865-8). Does not think that ultimately a reduction of working hours would be injurious to society, but believes that it is necessary that men should be trained for leisure if the increased leisure is to be of advantage to them. In the meantime he objects to the tyranny by which trades unions are endeavouring to compel men to restrict themselves to eight hours' labour. The matter should be free between the workman and the employer (6871-6, 16,919-46).

Believes that the American agitation for the "eight hours" day has had its origin in the introduction of machinery, effecting an immense saving of labour, and in the influx of gold, which is disturbing the relations of value, as well in labour as in produce (3879-86). May say that the value of labour in America is so great that there is nothing which can be produced so as to bring a profit (3886-7,6895-6).

George Housley.

9 April 1867.

I. 72.

Mr. GEORGE HOUSLEY (*General Secretary of the Friendly Society of Operative Bricklayers*):

The society has not fixed any minimum rate of wages; but in each locality there is a minimum rate (2117, 2022). The members do not work by the hour (2029). There is no practice or custom in the union which tends to limit the amount which a very skilled man could earn by the exercise of his skill, and there are often instances where a very skilled man has earned wages somewhat in advance of the workmen with whom he was employed. The society is always glad that he should do so (2083–85). Some skilled workmen can earn their wages wherever they go. The society leaves it open to the master to pay an unskilled man what he (the master) thinks he is worth (2087). In the schedule of questions lately issued by the society the terms "bagging half-hour" and "watering time" refer to the tea hour (2200–1).

By agreement with the master, if workmen are employed at a distance from their homes, say three or four miles, they are allowed walking time, which comes out of the day's work, and is, in fact, paid for by the master (2202–7). For the purposes of the society a fair day's wage means the rate of wage which is given to a competent workman at a particular place (2220). The objects of the society are to obtain "a fair day's wage for a fair day's work," and "to employ every lawful means to lessen the hours of labour." If the labour hours are reduced by an hour a day, and the wages are not reduced in the same proportion (which the society are not willing to do), shortening hours and raising wages are convertible terms (2224–26).

George Howell.

2 April 1867.

I. 63.

Mr. GEORGE HOWELL (*Member of the Operative Bricklayers' Society, and Secretary of the Reform League*):

Has had experience both as a bricklayer and as a foreman, and as a union and as a non-union man (1659, 1671, 1736). In fixing the minimum rate of wages the society fix a rate (which is as much as can be got for the trade considered as an average,) below which they think a man's skill as a bricklayer should not be valued, and which is the lowest rate a skilled or competent man should take under any circumstances. Would be very glad if, that minimum being fixed, men were paid according to their talents (1708–9, 1718, 1720–3). Thinks from his own experience that it makes very little difference in earning wages whether a man belongs to the union or not (1710–13). Does not think that the fixing of the minimum rate by the society prevented him earning more money; the advantage was on the other side (1716–7). Has himself received, and as a foreman has paid, more than the average rate for work of exceptional difficulty, and never found any objection made except by employers who did not wish to pay more than the average (1669–76). An increase is sometimes made up by a foreman to a superior man by allowing him time, in which he does no work, but this is not so honourable as making an extra demand for the man (1674, 1700–4). Very much regrets to say that in point of fact there is no encouragement for men of ability and skill to work more; this is prejudicial not only to the trade but to society (1705–6). His complaint of the masters is that since they are compelled by the unions to give as much to all men as the trade can get, they will not pay something more for skilled workmen (1719). Society men would object to a superior man taking piece-work below the ordinary rate because he could thus earn more, but they have no objection to his receiving higher wages for his skill (1696–9). They would refuse to work with a non-union man receiving a lower rate than the minimum (1743–6). As a natural result of the union, non-union men receive the minimum rate fixed by the society. As a rule, the fact of a non-union man offering himself at a lower rate would be taken by a foreman as an evidence of his want of capacity (1739–47). Union men would object to a feeble or sick man taking less wages; but a foreman of judgment would place such a man where his skill would still be available; and again, there are but few men who would not, in the allotment of work, help such an one by leaving him the smallest portion of the work. They would do that naturally and without any hesitation (1748).

Rupert Kettle.
16 July 1867.
IV. 25.

Mr. RUPERT KETTLE (*Judge of the Worcestershire County Courts*):

Though wages have risen in the building trade, yet it is not owing to strikes, and, speaking generally, if there had been no strikes wages would have been higher. The enormous increase of machinery, and of the export and import trade of the country, would have that effect. Trades unions have been much more active lately, and it is hard to persuade men that they are not the *cause* of higher wages. An example at Portsmouth (7162).

In Wolverhampton, trade rules are fixed by delegates, both from masters and workmen, and their object is to regulate the terms of labour (7170–73). Such agreements are much like the old guilds, and may with advantage take the place of the unions, all proceedings being public (7175–7).

Wages are too low in the building trade. If skilled labour, which cannot immediately be produced, be compared with any other saleable commodity in the market, the rise in the price of labour is not in proportion to such other commodity (7178–9). At Wolverhampton they are not too low, but the normal condition is rather too low. The normal condition may be tested by inquiring whether the capital invested in building produces more than the capital invested in any other trade of constructive production. If so, wages will bear raising (7182–3). Masters' profits have now little to do with the rate of wages. It was otherwise when great building operations were going on (7185). The opportunity of increasing wages during the large building operations a few years ago was not taken the best advantage of; the reason why (7186–88).

Rate of wages is a matter that may be conveniently determined by arbitration (7060). The time over which a fixed rate of wages should prevail would depend upon the nature of the work. In the case of a house which could be built and handed over to a customer in a year, it would not be too much to make a bargain which should extend over the whole work (7061). In the building trade there are many contracts terminating at different times; but as a rule the contracts are made in the spring, and last for a year, the customer generally knowing what is the rate of wages in the district (7061–2). Supposing that the trade becomes very brisk at the end of six months after the determination of the rate of wages by arbitration, and wages rise, there is nothing to prevent men from demanding higher wages; they would be bound as long as they worked under these contracts, but they are not bound to work longer than it answers their purpose (7064–5). Practically at Wolverhampton both masters and men know what contracts are likely to be issued, and this is discussed at the arbitration table in fixing the rate of wages. Should there be a rise in other parts of the country the men are at liberty to go where they can get higher; and a master may seek for men for lower wages out of the Wolverhampton district, if wages be lower; but such is the confidence existing in the arbitration system that men would rather submit to lower wages than go elsewhere, knowing that they would have the rise of wages conceded at the end of the current year (7068; 7082–3). Witness thinks it reasonable that there should be a rule to determine the rate of wages, leaving men at liberty in case of a rise to seek better wages, but not allowing masters in case of a fall to go elsewhere and get men to work at lower wages: gives an example (7089–3).

Masters and men will not enter into a contract for a month, much less for a year (7211–12). If contracts were made by the year between masters and men, the masters would have to find full work, and the men be bound to work, at the rate of wages for the whole time, which is always objected to on both sides (7213). There is no reason that either master or men should object to a special hiring (7214).

Robert Last.
9 April 1867.
I. 87.

Mr. ROBERT LAST (*General Secretary of the Operative House Carpenters and Joiners' Society*):

Wages have risen considerably in the last four years. In some places men are paid by the hour, in others by the day. Wages depend entirely upon the locality. Some men who were getting 1*l.* are now getting 24*s.* to 26*s.* Some are still working at 1*l.* while others are getting 32*s.* (2502–4). If a lower rate of wages is proposed, and the branch committee are satisfied that a man can with reason take strike pay, he can demand it. There was a case at Merthyr Tydfil where the men accepted reduced wages on account of the badness of the trade, but it was their own option, they could have demanded strike pay (2514).

Mr. GEORGE LEVEY (*Member of the London Master Printers' Association*):

George Levey.
22 July 1868.
X. 83.

In the London printing trade, compositors' wages are settled by a "scale," which has been in use for a period of 70 or 80 years. From time to time it has been revised by joint committees of masters and workmen, so as to adopt it to the altered circumstances of the trade. From 1810 to 1866 no rise of compositors' wages took place. In 1867 there was an average increase of about 15 per cent. (19,485; 19,504–5; 19,528; 19,539–41). The recent increase of wages has had the effect of driving work out of London and of placing compositors out of employment; but, even after the rise, wages are as low as it is fair they should be. Men cannot live respectably in London on any lower rate (19,535–7). The present facilities for communication and transmission from London to the provinces and abroad have tended to drive work from London, where wages have always been higher than in the provinces, in Scotland, and on the continent (19,506–12).

Thinks that wages in the printing trade should be settled by a court of arbitration, consisting of masters and men, whose decisions should be treated as part of the law, so that the rates fixed by the court would be the highest recoverable at law (19,525–34).

Mr. JOHN MCDONALD (*President of the Glasgow Master Brickbuilders' Association*):

John McDonald.
21 May 1867.
I. 145

The association attempts to regulate the rate of wages by requiring in its rules that members "shall not in any "instance nor under any pretext pay more wages to "those in their employment, nor give anything in lieu "thereof, than shall have been agreed to by the associa-"tion; nor shall any member knowingly allow his em-"ployers or any of them, directly or indirectly, to "supplement the wages he pays to those in his employ-"ment," and by imposing a fine of 5*l.* upon any member transgressing that rule. By "employers" are meant the masters' customers, some of whom will at times, when work is urgent, offer workmen (and in some instances have actually paid them) as much as 2*s.* or 3*s.* a week above the rate paid by the masters, so as to attract more men and advance the work. This would have the effect, when hands were scarce, of raising the wages of all workmen; and the rule was made specially to guard against that. The masters' association seeks to regulate the maximum rate of wages, just as the men's seeks to regulate the minimum, and the one as much interferes with the operation of the natural law of supply and demand as the other; the masters' association, however, was established as a defence against the action of the men's association. He himself is for having them all, both masters' and men's, abolished, and would be glad if that were the result of the Commission (3475–92). The masters' rule is clearly directed against extra wages being paid to men of superior industry and energy (3533). Believes that though trade has been good and wages have risen, they would have risen still higher but for the existence of the masters' association and its rules. The advances which have been made have not been voluntarily offered by the masters, but have been asked for by the men and granted without demur (3580; 3645–52).

While admitting the inalienable right of workmen to combine together for mutual counsel and support, and to make regulations for themselves, the witness is not of opinion that they have a right to fix the rate of wages dogmatically, that being a matter affecting the employers as well as the men; nor does he recognize the right of trades unions as they are at present constituted (3628–36).

Men are now paid in Glasgow by the quarter day, at the rate of 5*s.* 6*d.* a day of 10 hours, but the masters wish to pay by the hour, at the rate of 7*d.* an hour, which would increase the men's wages by about 16*s.* in the year A proposal to this effect was made to the men early in 1867, but they refused to assent to it unless the masters agreed to one or two arrangements as to time, which were considered unreasonable. The payment by the quarter day is not equitable, since a man working an hour and a half is paid for a quarter day; on the other hand, if a man works an hour only he gets nothing (3534–59).

Believes that the rise of wages which has taken place throughout the country is not to be accounted for by the existence of unions, and gives in support of his opinion statistics as to the wages paid to brickbuilders between 1853 and 1866. While the wages of the brickbuilders of Glasgow, who have a union of very great strength, have risen from 5*s.* a day in 1860 to 5*s.* 6*d.* in 1866, those of the brickmakers, who have no union, have risen from 15*s.* a week in 1857 to 20*s.* in 1867 without any strike; moreover, as the work is done by piece-work, many earn more than 20*s.* (some as much as 30*s.*), working only 10 hours a day (3601).

A. DIGEST OF EVIDENCE.

III. Regulation of Wages and Hours of Labour.

The unions fix, in an arbitrary manner, the time men are to work, without reference to the interests of the employer. Formerly the brickbuilders worked 60 hours a week: in 1862 the unions resolved to cease work at half-past 2 on Saturdays; in 1865 they resolved to stop at 2, and in 1866 at 12. These resolutions were all come to without any consultation with the employers (3534).

William Macdonald.

9 April 1867.

I. 79.

Mr. WILLIAM MACDONALD (*Honorary Secretary of the Manchester Operative House Painters' Alliance*):

The association puts a certain price (the standard wages of the trade) on a man's labour up to 50 years of age, but beyond that age it dispenses with the minimum rate (6½*d.* an hour), and allows a man to get the best he can without being discarded from the alliance (2317–18, 2323.) At the present time there is a lock-out at Blackburn for wages, but the executive have not sanctioned the men's request (for an advance of 5*s.* a week on 25*s.*) as they consider it unreasonable. The executive do not interfere between masters and workmen (2330). The society will not allow a man worth 6*d.* to take 5*d.* an hour, even though it may be worth his while. A man who sells his labour below the market price injures himself and every individual in the trade (2364–65). With 2,000*l.* capital, in Manchester wages might be reduced 20 per cent., but the unions must first be broken up (2366). The society does not fix a maximum rate of wages. Witness is paid 1*s.* an hour, 6½*d.* being the standard rate. There are three or four rates of wage. The masters fix the higher rates (2380–84). Between 6 and 9 o'clock p.m. wages are charged at the rate of a time and a quarter, during the night at a time and a half (2406). The men work six days a week (2409). The society consider the standard of wages to be the ordinary rate at which a man is able to work so as to preserve his health and to live the ordinary term of man's existence without shortening his life or overstraining his body, and such a rate they consider a fair remuneration for labour (2412). They do not assume the right of setting the rate of wages, but allow the masters to have full scope (2419). The demand for the advance of wages rests upon their estimate of the actual state of the market (2432–33). This year a demand was made at Nottingham and foregone because trade was dull (2434).

James Matson.

6 Aug. 1867.

IV. 80.

Mr. JAMES MATSON (*Secretary of the Associated Society of Carpenters and Joiners*):

The men are now working at the masters' terms, viz. shorter time, with a corresponding reduction in wages; since these terms were fixed there has been a reduction of ½*d.* per hour (7779–80). A notice of the reduction was put up in the yards; the men knew that profits had fallen off, and that the employers could not afford to pay higher wages (7781–84). The masters were not receiving less per ton for ships, but the demand had fallen off, so that there were fewer orders and a great superabundance of trade in the market. The masters took advantage of this as they had a right to do, and reduced wages (7794). The rise of wages at Inverness had the effect of raising wages in other towns (7816–20). During the last seven years in which witness worked wages always rose (7927). There was a considerable rise in wages before the society was established in 1861 (7940–1). The society agitated for a rise in wages, which was granted without a strike (7955).

Alfred Mault.

7, 14, 21, & 28 May 1867. 5 & 18 June 1867.

I. 109, 127, 157. II. 13. III. 1, 35.

Mr. ALFRED MAULT (*Secretary of the General Builders' Association*):

Holds that there is no free trade in labour in this country at all; and thinks that this is shown by the fact that the wages all over the country vary in a most unaccountable manner. In January 1867 masons' wages were, at Preston 7⅜*d.* an hour, at South Shields 7¼*d.*, Chester 6¾*d.*, at Lancaster and Penzance 6*d.*, at Newcastle-on-Tyne 5⅞*d.*, at Clevedon 5⅜*d.*, at Shrewsbury 5*d.*, at Exeter 4⅛*d.*, and at Taunton 4*d.*; the wages of masons throughout England varying from 8*d.* to 3⅝*d.* per hour. The wages of bricklayers were, at Blackburn and Huddersfield 8*d.* an hour, at Chester, Liverpool, and Stafford 6½*d.*, at Barnsley 5⅜*d.*, at Walsall 5¼*d.*, and at Shrewsbury 4⅝*d.*; their wages throughout the country varying from 8*d.* to 4½*d.* per hour. The wages of carpenters and joiners were, at Southport 6¾*d.* an hour, at Chester 6*d.*, at Wigan 5⅝*d.*, and at Shrewsbury 4⅞*d.*; their wages throughout the country varying from 8*d.* to 4⅜*d.* per hour. The wages of plasterers were, in the Staffordshire potteries and at Scarborough 7¼*d.* an hour, at Barrow-in-Furness 7⅛*d.*, at Durham 6½*d.*, at Walsall 5⅞*d.*, at Chester 5¾*d.*, at Darlington and Shrewsbury 5⅜*d.*, at Wigan 5⅝*d.*, and at Wakefield 5½*d.*; their wages throughout the country varying from 8*d.* to 4¾*d.* an hour. The wages of slaters (who, however, are usually paid by the piece) were, in the Potteries 7¼*d.* an hour, at Walsall 5⅜*d.*, at Chester 5¼*d.*, and at Shrewsbury 4⅞*d.*; their wages by the hour varying throughout the country from 8*d.* to 4⅝*d.* an hour. The wages of bricklayers' labourers were, at Barrow-in-Furness 5⅜*d.* an hour, in London 5*d.*, at Liverpool 4⅝*d.*, at Chester and Preston 3½*d.*, at Hereford 3¼*d.*, at Shrewsbury 3*d.*, and at Gloucester 2¾*d.*; their wages throughout the country varying from 5⅜*d.* to 2¾*d.* an hour. The wages of plumbers, painters, and glaziers vary just as much as in the other trades (3010–5).

Asserts that trades unions endeavour to enforce the payment of purely arbitrary prices for labour, and gives two instances in which unjustifiable demands for a rise of wages were made by masons (3007–10).

The tendency of unions is to insist upon the payment of uniform wages to all qualities of workmen; the high minimum rate which is insisted on by the unions becoming in effect the established and standard rate for all men (3019, 20; 3049–54). In some instances—perhaps half a dozen or more—where working rules between masters and men are in force, provision is made for inferior workmen to be paid at lower rates, according to their skill; but in the greater number of codes of working rules there is no such provision (3032–43; 3052–4).

Believes that, taking the country generally, the rate of wages would be as high as it is at present without any union on the part of the men, and that the steady increase in the rate of wages which has taken place during the last 20 years, while attributable in part, in certain districts, to the action of unions, is principally owing to the general tendency of things in this country to increase in price (3021–9).

Believes that, as a general rule, where wages run exceptionally high, the unions are strongest, and that they have been able to maintain as permanent a rise of wages caused by a sudden demand. Doubts, however, whether the net earnings of the men are increased (3168–74).

Cites, as instances of the manner in which the masons interfere with the masters in the conduct of their business, two cases, from Sheffield and Bristol, in which the rules of the union required that the wages of members should be settled not by the employer or his foremen individually, but by the workmen in conjunction with the employer (3373*a*–81).

In his opinion rules or customs which have a tendency to produce uniformity of wages are so far objectionable. The wages should be settled by agreement between the master and men individually (3127–38).

One effect of the unions insisting upon a minimum rate of wages has been to throw out of employment those men who are not worth the minimum rate of the union, but who might nevertheless obtain work (3177–9).

Payment of wages by the hour, which has been agreed to by the London workmen, but not by those of the country, is advocated by the masters because of the facility with which it enables them to take account of work done for particular customers. Some of the workmen, especially the masons, have the idea that it would be contrary to their interests; but they cannot give anything like a satisfactory reason (3332*a*–4). Explains the system of quarter days under which the masons wish to be paid (3337). Both in London and throughout Scotland payment by the hour is the rule (3337).

Explains in detail the mode of procedure by which the rate of wages is unfairly and unjustly raised by the action of unions. They take an extreme case of demand for labour, and by means of pickets keep off all people who would go to supply that demand (3706–31, 3969).

Although wages have risen in the building trade during the last 20 years, the cost of building has not risen in proportion, and masters' profits have been decreased. Consequently, unless a great change takes place, the flow of capital into the trade will cease, and then (perhaps in 10 years' time) the cases of lowering wages will not be so rare as they are now (4277–311).

John Mooney.

9 July 1867.

IV. 13.

Mr. JOHN MOONEY (*President of the Operative Bricklayers' Society of Glasgow*):

Replies to what he considers erroneous and mis-stated in the evidence of Mr. McDonald of Glasgow (*see above*) (6775–80; 6794–6).

Thomas Piper.

30 April 1867.

I. 92.

Mr. THOMAS PIPER (*Secretary of the London Master Builders' Society*):

Gives an account of certain movements of trades unions since 1834, at which time a uniform rate of wages was demanded for all men in any given employ, irrespective of their skill. In 1839 applications for advances from 5*s.* to 5*s.* 6*d.* a day, which were successful in part only, were made. In 1847 the movement for closing at 4 on Saturday began, and in July of that year the concession sought was granted. In May 1853 a demand for 6*d.* a day extra was made by the carpenters and joiners, and led to strikes. The advance, making the wages 5*s.* 6*d.* a day, then became general. In September of the same year a proposal was made by the masons and rejected by the employers, to alter the daily hours of work. In September 1854 the bricklayers sought an advance of

wages to 6*s.* a day. In 1856 a strike occurred in Mr. Kelk's establishment upon the Saturday early closing question; it resulted in the practice of closing at 4 o'clock, which had already prevailed to a considerable extent, becoming universal. In 1857 a discussion arose as to payment by the hour. In November of that year the masons applied for payment at 6*s.* a day for five days and 3*s.* for Saturday, when work should cease at 12 o'clock. In August 1858 a deputation from the nine hours movement committee of the carpenters and joiners sought an interview with the society. In September a memorial was received from the masons on the same subject, and in April of the following year a communication was sent from the amalgamated workmen's conference of the building trades requesting an answer, yes or no, to the request for the reduction of hours. The society then called a meeting of the metropolitan builders, and another society was formed, called the Central Association of Master Builders, which existed during the movement,and was dissolved at its close (2587–2631,2645). In 1861 the agitation for a working day of nine hours was renewed by the several branches of the trade. In the same year one firm resolved on adopting the plan of payment by the hour instead of by the day. In August 1865, after agitation by the men, the masters agreed to pay 7½*d.* per hour (instead of 7*d.*) throughout the trade; and in April 1866 it was recommended (after an application, he believes, from the men), that an advance should be made of one halfpenny per hour, making 8*d.* to the most skilful mechanics, and of one farthing per hour to labourers (2639–40).

Believes that the lawful inference from this history is that unions in the face of falling markets do not succeed in raising wages. An effort for an advance was made in 1839, but it was not generally conceded till 1853, and between those two years no increase of business took place. Since 1853 the wages have gradually increased, since then, also, the demand for labour has been steadily increasing, by reason of the increase of building everywhere and the extension of railways (2644–51). Does not recollect a spontaneous offer by masters of an increase of wages, nor one by workmen of a reduction (2642–3).

Believes that while the increases gained would not have been spontaneously given, applications from individual workmen would have sufficed (2648–9). Thinks that the object of the men to establish an equality of wages is bad, so far as the benefit of the public, taken in its widest sense, goes; and that it would be better for men and masters to be free, the amount of wages being arranged between the two as between the buyer and the seller of ordinary articles in the market (2656–71). The objection of the masters to a minimum rate is that they have to pay to an unskilful man a definite price. They have always had the powerof paying an increased rate to a skilful man (2672–6). Payment by the hour is now the practice, he believes, with all London builders (2687). When men are paid by the hour it is understood that a day's notice before dismissal will be given; but at all properly conducted establishments longer notice is given if possible (2730).

The action of the unions is oppressive with regard to a minimum rate of wages, inasmuch as there may be abundant employment for a moderately skilful man to whom the employer is not allowed to pay moderate wages, and who must, therefore, be sent about his business, (2703). The fact of a master being obliged to pay a uniform rate of wages certainly deters him from paying a higher rate to skilled workmen, since he cannot pay the inferior workmen at a lower rate (2719–20). The fixing of a minimum rate does not tend to the advantage of the public (2747). Never knew an instance of disturbance on account of a peculiarly apt workman receiving higher wages. Such a man's skill stares the other men too much in the face (2704).

George Potter.

19 March 1867.

I. 16.

Mr. GEORGE POTTER (*Member of the Progressive Society of Carpenters and Joiners*):

The society does does not demand a minimum rate of wages for non-society men or novices (322). No man is admitted a member of the society without evidence that he is an average workman worth the standard rate of wages, under which rate he cannot work so long as he is a member (323–5). The average or minimum rate of wages is fixed from time to time by the employers according to the exigencies of the trade, sometimes after communication with workmen (328–30). The society fixes a minimum rate of wages only, and not a maximum: an employer may give a man any wage he likes above the minimum (401–2, 564). But masters seldom give more money by the day to a workman who is more efficient than others, even when they make him a foreman or give him extra work (571). It is one of the advantages of the workmen's combination that they are all paid alike; they think that all men, whether or not equally skilful on the same kind of work, deserve payment of the wages which are supposed to be average throughout the trade (440–52, 555–64). Believes that the practice of an average rate of wages obtains commonly among employers and employed, irrespectively of trades unions; men in unions, of course, compel consent to it, more than men not in unions can (565–9). Non-society men stick out as a rule for an average rate (570). Believes that the objection which is made to the payment of wages at 1 o'clock on Saturday—that the men have more time to drink, and do drink more—is not valid; and that men are now more provident and temperate than formerly (407).

J.C. Proudfoot.

6 Aug. 1867.

IV. 88.

Mr. JOHN C. PROUDFOOT (*Secretary of the Trades' Council of Glasgow*):

Has been familiar with trades unions since 1854, and was secretary when the hours of labour were reduced in Glasgow from 60 to 57 hours a week for the same money payment. The masters offered 2*s.* per week more if the men would refrain from taking the three hours, but this was refused (7992–3). Employers will not offer more money to their workmen, let labour be as cheap as it may (7994). Some members earn 18*s.* per week, and some 30*s.* Witness himself received 6*d.* an hour, which is the highest ordinary payment for a journeyman (8014, 8017). Brisk trade and increased capital will not of themselves produce increased wages. The men must ask for more wages in the first instance (8092). The demand for joiners' work has been greater than the supply. A firm in Glasgow some time ago, who were in difficulties, offered 2*s.* a week more for three weeks; that was the only time witness ever knew such a thing done (8101–5). It would be no good pressing the rate of wages beyond a certain point, because it would be stopping the extension of trade (8106).

In the joinery trade rules regulating wages have been mutually agreed upon at a conference between masters and men. Puts in a copy of the rules (8118–20).

George Smith.

30 April 1867.

I. 100.

Mr. GEORGE SMITH (*of the firm of Smith & Taylor, Contractors for the new India and Foreign Offices*):

Has been all his life opposed to one uniform rate of wages, believing that it militates against the well-being of the men and of the trade generally (2804). One consequence of employers being obliged to pay an almost uniform rate is that when a reduction takes place the works are gone through, and all men who are incapable from age or infirmity of earning as much as others are picked out and discharged. The uniform rate thus throws out a vast number of men who might otherwise be receiving fair wages; they are as it were a sort of outcasts, who go from shop to shop and ultimately come to the workhouse (2832–51). Cannot say there has been direct interference on the part of others with workmen to whom he has paid extra wages on account of greater skill, but there has been manifested a degree of jealousy which has led highly paid men to come to him saying that they felt uncomfortable and would rather leave. These remarks apply to all men in the trade (2831–9). Believes that a uniform rate is injurious to skilled men, taking away their zeal, since they get insufficient remuneration (2851). Believes that the ordinary working of supply and demand would be sufficient to keep up wages without the machinery of the unions, all which might be saved (2852–9). The union makes a provision for a man when lacking work, but the question is whether that very provision does not lead to improvident habits (2860–2).

The displacement of men by the introduction of machinery has often been to him a matter of reflection. Cannot say that he has ever made provision to meet the case of men so displaced. Employers are obliged in these cases to do that which is best for their business (2843–4).

G. F. Trollope.

30 April 1867.

I. 104.

Mr. GEORGE FRANCIS TROLLOPE (*of the firm of George Trollope & Sons*):

When the wages were raised last year (very unnecessarily, as the masters thought) to 8*d.* an hour, it was determined that the men should revert to the old style of working, nine hours daily from Lord Mayor's day to Valentine's day, and 10 hours daily for the remainder of the year. Payment by the hour,whichwas adopted in 1861, is kept up. This has worked exceedingly well, and is, he considers, just. The masons objected to it at first, just because it was something new, but now all branches of the trade in London work under it. In 1859 the wages were 33*s.* a week, but now, when the men work on an average 56½ hours a week, at 8*d.* an hour, they earn about

A. DIGEST OF EVIDENCE.

III. Regulation of Wages and Hours of Labour.

38*s.* (2874–9; 2941–4). Thinks that a minimum rate of wages for all men alike very unjust, both as respects men advancing in years and young men coming from the country as improvers (2880–1). Does not think it possible to carry on the building trade on the "social principle" of dividing the profits between the master and the workmen, but would be glad if it were. The rate of wages must be left to find its natural level by competition (2889–904). Has never in his experience in London known wages to be forced down (2900). Inferior workmen are, to his knowledge, not allowed to take less wages; the union men would endeavour to worry them out of the shop, or, if need be, strike against them (2912–5). Masters have not voluntarily raised the wages of the men as a body, but in his own firm advances have frequently been offered to individual men. Thinks that wages would have risen without the intervention of the unions, though not so fast; nor, perhaps, would the rise have been so indiscriminate without them (2927–8). Believes that the high price of labour will have the effect of hindering persons from building. At the present time a very large number of operatives are out of work, and the number has been gradually increasing since the summer of last year. The checking of railway extensions would be one cause, but with respect to other work never was there a period when less work was coming forward than at present. This is partly owing to the fact that work is found to be so expensive (2882–8).

Charles Williams.

2 April 1867.

I. 66.

Mr. CHARLES WILLIAMS (*General Secretary of the National Association of Operative Plasterers*):

Thinks that shortening the hours of labour is preferable to raising the rate of wages, believing that eight hours is long enough for any man to work (1788–93). When the association was established in 1859, the average rate of wages was 26*s.* throughout the country or nearly so; it is now about 30*s.* (1797–8). As a rule, a man of high-class work gets a higher rate of wages, workmen being generally classified and set apart to do different kinds of work. There is no rule in the society to keep down a man of the better sort. The difference between a man of first-class talent and one of the lowest sometimes amounts to 50 per cent. (1794–6, 1917–22).

James Wilson.

18 June 1867.

III. 21.

Mr. JAMES WILSON (*Member of the Leeds Branch of the General Builders' Association*):

Masters in Leeds are wishful to pay by the hour, for the sake of convenience in reckoning the cost of work; but the men prefer so much per day for five days and a smaller sum for the Saturday, and have in some cases struck to secure this point (4401–10).

As to the rate of wages, the market price must always govern, the employer making the best bargain for himself that he can. It is only in agricultural districts that the amount can be settled by reference to a man's wants (4648–70; 4679–81; 4686–92). The uniformity of rates in the public services, affords, in his view, no reason for uniformity among mechanics, whose work and skill vary (4624–7; 4677–8). Masters and men are not on the same footing with regard to the fixing of wages: the former have adverse interests, while the latter have a common interest (4682–5). They should be left to settle the amount of wages by agreement with each other, according to the rules of supply and demand (4963–4).

Unions sometimes profess to adopt graduated scales of wages, while insisting in practice on the general payment of the maximum of the scale (4444–6; 4573–88).

Among the tanners of Leeds, who have no unions, wages have risen 10 or 15 per cent. within two or three years (4963–4).

Additional information respecting the Regulation of Wages and Hours of Labour will be found in the evidence of the following witnesses:

GLASS TRADE.

X. 20. Mr. GEORGE LLOYD (*Chairman of the Midland Association of Flint Glass Manufacturers*).

X. 29. Mr. WILLIAM ROBINSON (*of the firm of William Gammon & Co., Glass Manufacturers, Birmingham*).

X. 31. Mr. T. J. WILKINSON (*Secretary of the National Flint Glass Makers' Friendly Society*).

COAL AND IRON TRADES.

VII. 15. Mr. JOHN CHAMBERS (*of the firm of Newton, Chambers, & Co., Thorncliffe Coal and Iron Works, Sheffield*).

VI. 1. Mr. GEORGE ELLIOT (*Coal Owner*).

Mr. ALFRED HEWLETT (*one of the Managing Directors of the Wigan Coal and Iron Company*). VII. 30. VIII. 41.

*Mr. JOHN JONES (*Secretary of the North of England Iron Manufacturers' Association, and of the Cleveland Ironmasters' Association*).

Mr. ALEXANDER MACDONALD (*President of the Miners' National Association*). VII. 30, 38. VII. 27, 41.

Mr. CHARLES MARKHAM (*Engineer and Managing Director of the Staveley Coal and Iron Company, Derbyshire*). VI. 7.

Mr. JOHN NORMANSELL (*Secretary of the South Yorkshire Miners' Association*). VIII. 14.

Mr. WILLIAM PICKARD (*Agent of the Wigan District Association of Lancashire Miners*). VI. 32. VIII. 1.

Mr. FREDERICK SMITH (*General Manager of Lord Dudley's Mining Works*). V. 99, 118.

Mr. PHILIP COOPER (*General Manager of the Holmes Colliery, Rotherham*). VII. 6.

Mr. WILLIAM ELEY (*Manager of Cadley Hill and Swadlincote Old Collieries, Derbyshire*). VI. 38. VIII. 42.

Mr. JOSIAH EVANS (*of Haydock and Edge Green Collieries*). VII. 34.

Mr. ARCHIBALD HOOD (*Manager of the Whitehill Colliery, Lasswade, near Edinburgh*). VII. 1.

Mr. W. O. WOOD (*Manager of Messrs. Straker and Love's Collieries, Willington, Durham*). VI. 19.

†Mr. G. T. CLARK (*Trustee of the Dowlais Iron Works, Merthyr Tydvil*). V. 82.

Mr. WILLIAM CLAY (*Manager of the Mersey Steel and Iron Works, Liverpool*). V. 131.

Mr. WILLIAM GARNER (*Secretary of the Millmen's Association, West Bromwich*). V. 30.

Mr. DANIEL GUILE (*Corresponding Secretary of the Friendly Society of Ironfounders*). V. 15.

Mr. ROBERT HEATH (*Ironmaster, North Staffordshire*). V. 123

Mr. WILLIAM HOBSON (*Secretary of the Associated Ironworkers of Great Britain*). V. 21.

Mr. JOHN MILLINGTON (*Secretary of the National Association of Malleable Ironworkers*). V. 37.

Mr. W. S. RODEN (*Managing Partner of the Shelton Bar Iron Company*). V. 105.

Mr. WALTER WILLIAMS (*Honorary Secretary of the South Staffordshire Ironmasters' Association*). V. 74.

ENGINEERING TRADE.

Mr. C. F. BEYER (*of the firm of Beyer, Peacock, & Co., Gorton Foundry, Manchester*). X. 41.

‡Mr. JOHN ROBINSON (*Engineer of the Atlas Works, Manchester*). X. 48.

SHIPBUILDING TRADE.

Mr. JOHN ALLEN (*Secretary of the Boilermakers and Iron Shipbuilders' Society*). IX. 44, 67.

Mr. GEORGE BAYLEY (*formerly Surveyor of Shipping under the Board of Trade*). IX. 59.

Mr. JOHN DUDGEON (*Iron Shipbuilder, Milwall*). IX. 20.

Mr. C. M. PALMER (*of Palmer's Patent Shipbuilding Company, Newcastle-on-Tyne*). IX. 51.

Mr. P. J. ROBSON (*President of the Shipwrights' Provident Union of the Port of London*). IX. 47, 63.

Mr. JOSEPH D'A. SAMUDA, M.P. (*Shipbuilder, Isle of Dogs*). IX. 11.

Mr. CLIFFORD WIGRAM (*of the firm of Money Wigram & Sons, Shipbuilders, Isle of Dogs*). IX. 7.

PRINTING TRADE.

Mr. W. H. BLATCHLEY (*Secretary of the London Union of [Printers'] Pressmen*). X. 100, 115.

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* See Mr. Jones's Answers to the Commissioners' Paper of Questions, *post*, p. 110.

† See the Answers by Mr. Clark to the Commissioners' Paper of Questions, *post*, p. 102.

‡ See the Answers by Mr. Robinson to the Commissioners' Paper of Questions, *post*, p. 129.

X. 104. Mr. Richard Lee (*Member of the London Society of Compositors*).

X. 102, 106. Mr. Henry Self (*Secretary of the London Society of Compositors.*

X. 89, 116. Mr. C. W. H. Wyman (*Chairman of the London Master Printers' Association*).

Tailors' Trade.

Mr. Robert Bennett (*of the firm of Bennett & Co., Tailors, Conduit Street, London*)

Mr. George Druitt (*Secretary of the London Operative Tailors' Protective Association*).

Mr. Robert Lewis (*President of the Masters Tailors' Association of the United Kingdom*).

A. Digest of Evidence.
III. Regulation of Wages, &c.
X. 11.
X. 12.
X. 1.

IV. SUPPLY AND CONDITIONS OF LABOUR.

William Allan.

19 & 20 March 1867.
1 Aug. 1867.
1 July 1868.

I. 28, 33.
IV. 62.
X. 46.

Mr. William Allan (*Secretary of the Amalgamated Society of Engineers, &c.*):

The society sets its face against the employment of boys beyond a certain proportion, and thus doubtless restricts the sources from which employers draw their supply of labour. It does so to prevent an overplus of labour in the market—to keep the wages up (879–84, 925–9). The number of apprentices is not fixed by any rule, but is regulated by trade custom, and depends upon the class of work (905–8). Employers do not find it advantageous to employ apprentices on men's work of the higher sort; if they did the society would endeavour to prevent such a practice (909–11). Workmen seek to control the apprentice system, because in many establishments they find it difficult to introduce their own sons to the trade as they would wish (926). The society would not follow the course taken by certain workmen in Sheffield in not allowing a man to take his nephew as an apprentice because the lad's father had not been in their trade; thinks such conduct very absurd (928–34).

The society has no rule prohibiting overtime. The members would prefer that it was not done, but they make no decided objection to it (636–7). The practice of overtime was more common some years ago than it is at the present time, but that arose from the different state of trade (865).

The society has a very decided objection to piece-work, and endeavour to do away with it where they have opportunity (638). The objection to the practice is made known to a member by the committee of his branch; and sometimes, if he persists in it contrary to the wish of his fellow members, he is expelled from the society (639–40). The society objects to piece-work because it tends to injure the trade by reducing wages, which, on such work, are generally settled by an expert workman, (672–4). Instances are common of men on piece-work earning less than the ordinary rate: it is sometimes so at the government works (675–6). But in Manchester, where piece-work prevails to a considerable extent, the wages are higher than in any other part of the district (677). In the government works at Woolwich, which are carried on principally on piece-work, there is no question about the work being well done (739–41). Believes that the work in a great measure suffers from the adoption of the system, in that it is not turned out so well as it would be if done by day work; thinks that as a general rule the work done on piece-work is inferior (674–8). The almost total abolition of piece-work in certain districts has certainly not had the effect of making the work worse (733). Would hesitate to speak positively with respect to Blackburn, for instance, where piece-work has been abolished; but would merely give an opinion that the work is now done as well as, if not better than, it was when piece-work was the rule (736–8). It is only in districts where piece-work is about to be introduced that the society takes action in order to prevent its introduction (644).

Describes the arrangement insisted on by a bye-law of the society, by which the surplus money made on a particular job, above the ordinary wages—the job being undertaken at a stated price by one workman who has others employed with him thereon—is divided among all the workmen engaged on the job in proportion to their several rates of wages, apprentices and non-society men being entitled to shares; the contracting workman generally receiving, by an understood custom, though not by any stated rule, an additional 5 or 10 per cent. of the surplus for his additional trouble (741–86). The question is not one of a sub-contract, where one man takes a job and lets it out to another: that the society would oppose altogether (759–61). It is a question of participation by all the workmen engaged on a particular job or contract in the profit above the ordinary wage made on it by the workmen themselves (744–50); the rate of wages received by each workman employed on such contracts being fixed by the employers (786). The society's regulation rather encourages than discourages piece work (762); and does not operate to prevent clever and intelligent men rising in position (780–1). It is not always the most intelligent who get the contracts; in his experience it is generally the most pliable (783). This custom as to the division of surplus money on contracts is not peculiar to society men, but is general in the trade (784–6).

Society men do not object to work with a non-society man, provided he has served five years to the trade; nor would they conduct themselves towards him in any marked manner unless the man had committed himself (627–31): but it is very certain that they do not assist a non-society man into employment (627). By one of the bye-laws of the society a member who is in receipt of out-of-work money and recommends a non-society man while he is out of work himself, is liable to be suspended for three months; and a member who procures work for a non-society man without the consent of the secretary and president of his branch is to be fined not less than 5*s.*; their consent would be given only in the event of there being no society man at the time capable of taking the situation (806–10).

The society has no rule as to unskilled workmen being employed on machinery. In some places machine minders are members of the society, in others they have distinct societies of their own (641–3). No attempt is made to restrict the quantity of work done in the hours of labour; it would scarcely be possible to do so (645). It is not common to publish "black lists." The society published one in 1855, in retaliation against a list of the kind which had been issued by Sharp, Stewart & Co., of Manchester, giving names of men who had left their employment on a dispute as to apprentices; the society's list gave the names of those who went in to work (876–8).

Robert Applegarth.

18 March 1867.
9 & 23 July 1867.
1 Aug. 1867.

I. 1.
IV. 4, 42, 61.

Mr. Robert Applegarth (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

Thinks it unjustifiable for a workman to accept work from a customer of his employer, and lawful for the society to forbid his doing so. The society should do so in the interest in the employer (102–18). The society objects to overtime and piece-work, the latter especially, believing that it leads to the introduction of bad material, and to neglect of men's homes and of the education of their families (119–30).

No case of intimidation on the part of members of his society has occurred. Mentions a case at Bolton, on the part of members of another society (169–77). The practice of rattening is not peculiar to Sheffield, but is common to all trades; so also is that of "removing" a workman's tools. Does not agree with the latter practice, and the society discourages it (178–89: 257–260).

Piece-work and overtime are not forbidden by the society, and in certain localities they prevail; in others the society regard them with disfavour, and would wish to oppose them by provisions in the working rules (208–17). The society has no rules whatever, either "written" or understood, besides the printed rules (196–206). The society has no rule regulating the number of apprentices, though stipulations on that point may be found in local working rules (247–49). Skilled workmen do not object to work on the same piece with less skilled men (280).

Thomas Conolly.

2 April 1867.

I. 52.

Mr. Thomas Conolly (*Member of the Society of Operative Stonemasons*):

Workmen do not object to being employed on overtime when necessary, but they expect on account of its inconvenience to receive time and a half in payment (1362).

A. DIGEST OF EVIDENCE.

IV. Supply and Conditions of Labour.

The society discourages piece-work, knowing that it inevitably tends to reduce wages and to deteriorate the health of the workmen. The latter tendency is shown by the fact that the great bulk of the sick members are found in Cornwall, where piece-work extensively prevails (1334). Its introduction in any locality where it has once been abolished would be resisted with a view to the workmen's advantage (1357–8).

The society's rule as to "chasing" was introduced to put a stop to a practice formerly adopted by some employers, who if they met a strong and skilful man would pay him at an increased rate to induce him to work continually at the top of his speed, and so drive the other men on. The practice is not so much in vogue at the present time (1327). The practice is harmful, inasmuch as it leads men to work so as to impair their health and hasten their death (1328). The rule was not intended to put men on a level. It is known that men in every walk of life exert themselves beyond their natural strength, and accelerate death. Men are often not the best judges of their own actions (1333). It was not intended to prevent, nor has it in practice prevented, men doing a fair and proper day's work (1325, 1331). The time which a man is required by the rule to take upon work is that found by an average mason to be necessary in executing the first portion of a job, on each succeeding portion of which the same time should be taken (1335–7). The rule was adopted with the view also of preventing a man working beyond the ordinary rate in order to avenge himself upon a fellow workman (1338). It was adopted in 1864, previously to which it was generally understood, but no fine could be imposed until the rule had been expressed (1340–1). The general opinion of the workmen in a shop (who, the witness thinks, are the best judges) decides whether or not a man is transgressing the rule (1342–8; 1361–2). Thinks that masons are pretty well alike in point of skill (1343). The custom prohibiting chasing is tacitly acknowledged by non-society men. A member would refuse to work with a non-society man transgressing the rule (1350–3).

There is no custom of the trade, to his knowledge, which forbids a clerk of the works to find fault with a stone until the mason's work on it is at an end, or which interferes in any way with a clerk of the works. Nor is a mason required by any rule to finish his work on a faulty stone after discovering its defect (1830–6). A mason happening to work a bad stone will try to fix it in the interest of his master, disregarding the interest of the proprietor, and will endeavour to conceal the stone from the observation of the clerk of the works, whom he outwits if he can, and whose fault it is, since he is considered a judge, if a bad stone is allowed to come in (1381–8). Masons who thus knowingly inserted a bad stone would not be censured by their fellow workmen, except by some "highly moral" men. Would not say "by the more honest men," as he does not look at it as a question of honesty (1389–91). Workmen do not act in this way with the view of multiplying work; they do not take economy into account when doing what is convenient to their ideas (1392–5). When they have got their money and the employer his, the discovery of a bad stone is an affair between the employer and the contractor (1392).

Edwin Coulson.

2 April 1867.

I. 55.

Mr. EDWIN COULSON (*Secretary of the Operative Bricklayers' Society*):

The society has no rules as to apprentices, nor does it seek to limit their number (1494–5). It does not require that a man be apprenticed before he can be recognized by members, but that he must become a thoroughly practical man as a bricklayer. Members would not work with and teach his trade to a labourer put on work as a bricklayer (1496–7, 1568–71). They do not raise any objection where a man is working for himself and employs a labourer, but only when he is taken from the hod and put at the trowel with bricklayers (1507–9).

The society has no rule against working overtime (1493).

Believes that piece-work makes workmen slovenly and careless, and is injurious to them (1485–6). The executive has taken no action against the practice, nor do members object to work with men taking piece-work, but they show their disapproval by refusing to work for another workman who has taken it (1483–92). Is of opinion that the abolition of piece-work would put an end to dishonourable practices in executing work (1552).

The society has not and has never had a rule of any kind forbidding a member to put down his trowel and lay bricks with both hands; nor is there any objection to a man using both hands when he finds it necessary to do so. The popular notion on the subject is owing to the fact of inexperienced men being placed over workmen and thinking that they ought to use both hands to lay bricks. A man cannot do this and make good and substantial work (1459–71). Has no means of knowing whether other societies have any rule on the subject (1473).

The society has no rule on the subject of "chasing," nor is there is any restriction laid upon clever workmen as to the rapidity with which they shall work. There is no rule or custom limiting the number of bricks a man shall lay (1500–3).

Masons object to bricklayers setting their stone after it has been worked, but not when the work is limited to setting a stone coping or odd jobs of stone work which occurs in brickwork. The bricklayers have no standing grievance against the masons on this score (1510–9).

Picketing is practised in the bricklayers' trade. When an employer refuses to comply with working rules, or with application from their men, a man is appointed to watch those working on the job, and to use his influence to get them away. If a non-society man continues on the job his name is circulated amongst the members, who will then, when working on the same building with him, shun him and send him to Coventry. There is no physical obstacle, but a moral obstacle is put in the man's way (1593–1607). No violence was used by the pickets of 1861, nor was any accusation of violence made (1616–9). The society never sends any members pretending not to be society men to induce other men to leave work. It may be that some of those who are continually transgressing limits may act under such false pretences (1621–4).

Richard Harnott.

26 March 1867.

I. 44.

Mr. RICHARD HARNOTT (*Secretary of the Friendly Society of Operative Masons*):

The society has no rule limiting the number of apprentices, the matter being left chiefly to the branches; a reasonable number, according to the number of journeymen, is allowed (1066). The determining of what is a reasonable number is left entirely to the discretion of the workmen in each shop, who complain to their lodge if they think well: a delegate from the lodge then communicates to the employer the workmen's wish in the matter. No dispute with an employer has ever arisen out of a question as to the number of apprentices (1087–99). Some employers have had, to the injury of the workmen, considerably more young men and improvers than journeymen (1100). Workmen seek to control the number of apprentices because the employment of an excessive number tends to diminish the labour and wages of journeymen (1100–3). Is aware that in this way they bring about an increase in the cost of building: perhaps this is not so much of an injury to the customer as a diminution of labour is to the journeyman (1113). It is considered that lads should be put to the trade at a certain age and serve at it till they are 21; but this requirement is not enforced, and workmen are admitted as members, if competent workmen, without apprenticeship (1076–8).

The society does not permit its members to work overtime unless allowed to do so by the lodge to which they belong. Cases of emergency in which extra work is necessary often arise, especially in the manufacturing districts, but whatever the emergency may be the men are not allowed to work overtime without the consent of their lodge, which can be given in a week (1067, 1122–5). Overtime is paid at the rate of time and a quarter (1154).

The society does not recognize piece-work, and imposes fines upon members taking it where it has been abolished (1062–5). Formerly in certain shops and localities work was carried on by the piece, but in course of time the society has put a stop to the practice (1117–9). The society would not allow a workman to take a contract from an employer to do with other workmen certain work unless he found his own materials, in which case he would become an employer. Members would strike against an employer persevering in giving out work on contract only (1260–3).

The society has a rule as to what is called "chasing," that a member shall not work beyond the average rate of working. It is considered, and in many cases known to be the fact, that in doing so a man puts himself to inconvenience and distress. It is sometimes done by a workman to distress his fellow workmen (1144–7). A man who is stronger and also more skilful than most men, and who can with perfect ease to himself produce more stonework and better stonework in a given space of time than most men can, and can do so without intentionally momentarily exerting himself, is prevented by the

society's rule from doing more than the average day's work of workmen in general, and would be fined for exceeding the average, even though he were acknowledged to be a good man and better workman (1212–9, 1289–95, 1236–8). If the fine were not paid he would be put in the black list (no man, however, has as yet been put in the list on that account), and excluded from the society (1234–5, 1241, 1318–20). If an employer should continue to employ a man so excluded the union men would strike (1242). The society considers that it knows what amount of work a man ought to do (1215). A man should not be free to over exert himself (1289). Does not deny that it may be said from a certain point of view that the workman is expected to sink his own advantage for the sake of the advantage of his class (1219–20). The rule as to chasing is not intended to prevent an efficient man from rising, nor is there anything in the rules of the society which would prevent an exceptionally skilful man from making the best of his labour (1199, 1227–30). The rule does not check efficiency in work; it cultivates efficiency and checks inefficiency, because if a man is above the average in the amount of his work he generally does the work in a slovenly manner (1222–30). The rules of the society are revised every three years, and this particular rule was introduced at the last revision about two and a half years ago. At the next revision it is very probable that it may be expunged (1231).

Society men would not now allow a man who professed to be a bricklayer to lay a stone even if able to do so, they themselves abstaining from interference with brickwork; and they would require that work done by bricklayers should be undone before they would go on the job (1149–53, 1285–8). Does not think that men will be found working in stone as well as brick except in some small country places (1296–7). Believes that physicians and apothecaries are very much opposed to each other (1298).

Black lists are issued by masters as well as men (1314–5).

Abram S. Hewitt.

22 May 1867.
28 July 1867.
16 Nov. 1867.

II. 1.
IV. 17.
V. 40.

Mr. ABRAM S. HEWITT (*of the firm of Cooper, Hewitt, & Co., Ironmasters, United States*):

In the United States attempts are made by the working classes to regulate the numbers of apprentices (3889, 3940).

Among the larger number of mechanics there is a preference for piece-work, and in almost all works, he should think, where it is possible to pay by piece-work, it is the rule to do so. Has never heard any objection to the practice made by the trades unions (3889-90).

GeorgeHousley.

9 April 1867.

I. 72.

Mr. GEORGE HOUSLEY (*General Secretary of the Friendly Society of Operative Bricklayers*):

The society does not limit the number of apprentices; a few lodges do, but it is not the rule (2009).

Members of the union endeavour to make non-unionists join them by moral persuasion, not by making it unpleasant for them or sending them to Coventry (2010–11).

There is a great distinction between a labourer and a bricklayer (2176). No labourer may do bricklayers' work, even if he has satisfied his employer of his capacity (2181, 2245–8). If an employer put labourers on to bricklayers' work on an emergency, they would strike (2185–6). If a labourer went away for a time and returned skilled, the bricklayers would work with him. There is no objection to work with a man who understands his business (2190–1).

There is no rule as to the number of bricks a man may lay, nor the pace at which a labourer may work (2193–97). Some men become skilled sooner than others (2236). But inconvenience would not necessarily follow from a skilled man working with one less skilled (2240–42). It might in some cases (2249–50). There is no practical grievance from the masons refusing to let a bricklayer do a little bit of mason's work (2243). Union men do not object to work with non-union men, and were a strike to be brought on solely on that question, the society would not give a copper to it (2063–5). There is no foundation for the assertion that the society or any lodge prevents a man from laying bricks with both hands, or in any way he thinks best (2073–8). There is no rule, custom, or byelaw against "chasing," or restricting the amount of work a man may do in a day (2080–1).

There is a good deal of difference of opinion amongst the lodges as to overtime; it may depend upon the locality, or possibly upon the number of hands. The society does not discourage it, but thinks that it is not essential to the men's well being (2088).

There are no regulations as to piece-work or sub-contracts (2132–6).

The executive do not prevent or encourage the system of picqueting (2151–3). If a member were employed on a contract and left his employer because he thought he did not get enough wage, he would kindly urge upon another man his reasons for leaving, and show him that he was not doing a kindness to a fellow-workman and a brother in asking for his place—not to read him a homily (2154–5). Witness never acted as a picquet, or saw one (2158–9).

George Howell.

2 April 1867.

I. 63.

Mr. GEORGE HOWELL (*Member of the Operative Bricklayers' Society, and Secretary of the Reform League*):

It is not possible for men on day work and piece-work to work side by side on the same scaffold; a few men might go together on piece-work by agreeing to share the profits between them (1678–9). Piece-work is objected to because the men feel it is not so advantageous to the trade as a whole, both employers and workmen. It leads to scamping of work, and ultimately tends to break down wages (1680–5). Cannot give any specific relative values for day and piece-work, but a man on the latter, unless carefully watched, will naturally try to get over as much as he can by scamping his work, although some men will under any circumstances take a pride in their work (1686–7). It is true that the "pocketing" system* described by Mr. Coulson occurs under day work, but although men grumble the unions cannot take cognizance of the quality of work, which must be seen to by the clerks of works (1688).

Labourers are continually put forward to do the work of regular bricklayers. Decidedly objects to the practice, which regular bricklayers have always opposed and hindered. Has himself left work to protest against it; but besides that has done nothing more than refuse to speak to a man. Accusations of using violence have been brought against the trade, but none which could be supported (1642–53).

Knows of no rule against laying bricks with two hands, which, except under very exceptional circumstances, is as impossible as it is for a clerk to write with two hands. Has very frequently used both hands when necessary, and has never heard any objection (1662–6). Does not know of any custom of the trade or union limiting the amount of a day's work, nor any instance of a man being expelled for doing more work than others (1667–8). It is only the practice of "chasing" on day work, where a man takes 6*d.* or 1*s.* a day more to incite his fellow workmen to undue exertion, to which the union objects. The arguments against it do not apply to the man who from natural abilities can do a larger amount of work and receives higher wages (1690–6).

Robert Last.

9 April 1867.

I. 87.

Mr. ROBERT LAST (*General Secretary of the Friendly Society of Operative House Carpenters and Joiners*):

The society opposes piece-work most peremptorily, the heaviest fine being against it; if a man will not pay he is expelled. A journeyman may contract to build a couple of houses for a customer on piece-work without being fined, but he must not take a sub-contract under a builder to do the same. No contract is allowed between master and workman (2468–73). If members were refused employment for declining piece-work, they would go on strike pay (2559).

A man need not have been apprenticed to become a member of the society; if he is a journeyman of sufficient skill to earn an average week's wage he is taken (2475–8). The society has no rule restricting the admission of persons as apprentices to those who are sons or relations of members (2479). As far as the witness knows, the members work as freely with a non-member as with a member (2481–2). Never knew a strike against a non-union man (2483).

John McDonald.

21 May 1867.

I. 145.

Mr. JOHN MCDONALD (*President of the Glasgow Master Brickbuilders' Association*):

The action of the workmen's union with respect to apprentices is a grievance of which the master brickbuilders of Glasgow have had to complain of for a considerable time, and considerable efforts have been made to remove all restrictions in this matter (3468). In June 1865, prior to which time no limit on the number of apprentices had been fixed, the workmen resolved that no

* See *post*, IX. *Miscellaneous Matters.*

master should be permitted to employ more than five apprentices, no regard being had to the number of workmen he might employ. After remonstrance the limit was extended to seven, and to this arrangement the masters, who are still remonstrating, have had unwillingly to submit (3468, 3493–8). The masters hold that there should be no limit. Thinks there is no ground for the notion that if masters were quite free an undue number of boys would be employed, so as to substitute boys' labour for men's. Is not aware that complaints on this score have been made in other trades. No master can with advantage employ a large number of apprentices; and the evil if it arose would cure itself. There is no restriction of the kind among the masons or the joiners of Glasgow (3497; 3587–94). Does not think there would be any difficulty as to the instruction of apprentices were masters left without restriction. In Glasgow, and probably throughout Scotland, the employers are generally practical men, and would be able to give what instruction might be needed in addition to a lad's own observation and experience, by means of which he must learn his trade. An apprentice works among men but not under men, who may, however, direct (and who ought, he thinks, to direct) a boy as to what he should do (3670–7). The union further interferes in the apprentice question by requiring each apprentice on being bound to pay to the union the sum of 2*l.*, or 1*l.* if he is the son of a member of the union (3498–511). A labourer may become a bricklayer on serving an apprenticeship on the same conditions as others (3668–9).

The union does not allow a man to take piece-work, and is very explicit in requiring that no member shall make an agreement as to time, even for a day, but that every man shall be free to go at any hour. Is not sure that if a workman could take piece-work an employer could give it him without infringing the rules of the masters' association; but the compilers of those rules, the design of which is to prevent one member from doing what others are not doing, had no idea of piece-work before them (3520–32).

William Macdonald.

9 April 1867.

I. 79.

Mr. WILLIAM MACDONALD (*Honorary Secretary of the Manchester Operative House Painters' Alliance*):

The rules of the alliance do not contemplate a man being unwilling to join the society. Many people would join, but do not like parting with money, the consequence is expense to the officers and delays (2300). If when a man comes into a place and gets a job he is asked to join the association, and equivocates or delays, the society is put to expense, and if he is afterwards admitted he has to pay the expenses (2304–7). Society men would strike against a non-society man if he refused to join, even if he belonged to another society, unless the objects of the two societies were identical (2308–10). There is no actual rule about the number of apprentices a master may have. An old agreement between employers and workmen was, he thinks, to have one apprentice to five journeymen, but in fact the number is rather below than above the mark, and the rule has never been appealed to (2313–2316).

There are not very many who do piece-work in the trade (2357); in graining and marbling work is done by the piece, and no objection is made (2360). These two are the only cases in which the principle of measurement is carried out between master and workmen (2359). We object to overtime; the trade is unhealthy (2408).

Alfred Mault.

7, 14, 21, & 28 May, 1867. 5 & 18 June, 1867.

I. 109, 127, 157. II. 13. III. 1, 35.

Mr. ALFRED MAULT (*Secretary of the General Builders' Association*):

Asserts that trades unions endeavour to establish a monopoly in labour by limiting the exercise of a trade to their own members, and cites a rule to that effect adopted by the Bradford lodge of the plasterers' union (2971). Cites also the case of two sons of a master slater and plasterer at Liverpool, who were required under fine to join the union, together with similar cases at Bradford, and the case of a master plasterer at Bolton, who was requested by the union to discharge apprentices rather than society men (2971–85). Gives particulars of cases of monopolising work amongst house painters at Blackpool and Nottingham, amongst masons at Dewsbury and Bradford, amongst masons' labourers at Bradford (in which case the labourers were supported by the masons), amongst bricklayers at Darlington (in which case the bricklayers were supported by the labourers), and amongst bricklayers at Bridlington Quay. The statements particularizing these instances have been received from various members of the General Builders' Association (2988–3003).

It is a rule amongst unionists to restrict the number of apprentices that a master may have, and to a certain extent to restrict the class from whom the apprentices are to be drawn. Cites in support of this statement rules in operation amongst the Southport and Manchester bricklayers, and in Darlington, and gives an instance from Lancaster of refusal by the plasterers' society to allow a boy to be apprenticed. Rules limiting the number of apprentices are sometimes inserted in codes of working rules, but masters abide by them simply because they are forced to do by the unions (3193-204).

Asserts farther, that trades unions endeavour to confine the performance of certain work to certain arbitrarily defined classes. The Leeds plasterers' union, and every other union of plasterers known to the witness, has a rule forbidding the members to work on a job where "lathing," which is in some parts done by others than plasterers, is done by any person not a plasterer. Gives instances from Scarborough, Bolton, and Nottingham, of plasterers refusing to allow work to be done by workmen not strictly plasterers (3276–9). Gives instances from Sheffield, Bolton, and Ashton-under-Lyne, of a similar course being taken by bricklayers (3279–81). Gives additional instances, concerning masons' and bricklayers' labourers, from Kenilworth, Sheffield, and Birmingham. In the case of the labourers, their action was opposed by the bricklayers, who struck work until the labourers allowed the boy whom they wished to exclude from their work to return (3281, 2). One effect of the policy of the unions in confining work to certain classes is to prevent men in lower grades rising to a better position (3283–5, 3311–26). In all the cases he has referred to, with the exception of that of the labourers at Birmingham, comparatively few men were concerned, but the policy adopted is without doubt the policy of the whole of the union plasterers and masons (3305–10). The witness's objection to this policy begins when compulsion is put upon others; when men not only refuse to do particular work themselves, but refuse to allow others to do it (3291–304).

The witness does not know any union that does not set its face against piecework, and in most districts with which he is acquainted the unions have hitherto been strong enough to enforce upon the masters the placing of a rule against piecework among the trade rules of the district (3181). Undoubtedly the natural tendency of piecework, as of contract work, is to depreciate the quality of the work; but this tendency may be guarded against in the selection of men to whom piecework is given. The interference of the unions with respect thereto he regards as unjustifiable, as regards both the employer and the public (3182-9).

Asserts that the unions endeavour to equalize the value of labour by reducing the work of the more industrious and skilful to the standard of the least industrious and skilful. The masons' "chasing rule" is framed with this object; gives two illustrations of its working (3117–20). The feeling amongst bricklayers in reference to "chasing" leads to wide differences in the estimate of a fair day's work; has known bricklayers themselves to vary in their estimates from 300 to 900 bricks. In the witness's opinion the men who are paid higher wages for particular work—such as at the quoins, and who are looked upon by other workmen as "bell-horses," taking the easiest positions for the purpose of forcing others to do more work, have in fact the most difficult work (3190–2).

The labourers' unions have also "chasing rules." Quotes, as specimens thereof, rules of the Bradford and Leeds labourers' unions, the one cautioning members against doing "double the work" required by the union, and the other limiting to eight the number of bricks to be carried by a labourer (3120–6).

Specifies certain foolish and unreasonable rules or customs, enforced by unions, which hamper and restrict trade, such as objecting to work by artificial light (masons), objecting to overtime, requiring "walking time" to be allowed (often under absurd conditions, which are mentioned), requiring the names of partners to be made public, requiring an employer whose head office is at Manchester, but who has a branch at Bolton, to pay at Bolton Manchester wages (plasterers), limiting the size of bricks (brickmakers), imposing fines upon employers (plasterers and bricklayers), gives in several cases examples of the working of such rules (3362–82, 3416–60).

John Mooney.

9 July 1867.

IV. 18.

Mr. JOHN MOONEY (*President of the Operative Bricklayers' Society of Glasgow*):

Replies to one of the statements of Mr. McDonald of Glasgow in his evidence (*see above*), 6791–3.

George Potter.

19 March 1867.

I. 16.

Mr. GEORGE POTTER (*President of the London Working Men's Association, and Member of the Progressive Society of Carpenters and Joiners*):

In the joiners' trade lads apprenticed serve as a rule seven years, but less frequently in London—where lads are commonly employed with their fathers and so learn their trade—than in other towns (318). When with his father, the lad works perhaps for 12 months without wages, and then receives 4*s.* or 5*s.* a week according to his powers (334, 405).

The society has no rule limiting the number of apprentices, nor does it prohibit piece-work or overtime; but it deprecates both practices (318–9, 406, 503).

Believes that piece-work should be discountenanced, because it is desirable for the health and vigour of mind and body to limit the extent of labour to that for which the human frame is ordinarily adapted; also because piecework tends to the gradual diminution of the rate of wages, and may lead improvident men to reckless habits: believes also that its tendency is to lead workmen to put in inferior work, and masters to introduce inferior material (320, 396–400, 422–36). Does not think that discouraging piece-work tends to depress the skill, industry, energy, or enterprise of those who are gifted with unusual powers (321). Does not think that the abolition of piece-work and the partial discontinuance of apprenticeship have caused workmen to deteriorate: men now are more advanced in intelligence than their predecessors, and give more time to reading works on their trade (404, 552–4). The desire of masters in giving out piece-work is to get it done as cheap as they possibly can: after taking a contract at a low rate, they think that getting the work done on piece-work will in some way compensate them for the low estimate; the good firms generally do not desire piece-work (437–8, 549–51).

The society does not control non-society men in any way whatever (322).

Intimidation or molestation, practised by members towards workmen working at lower rates of wages, would certainly not be countenanced by the society or by recognized officers of any trade society; and as a rule such practices are deprecated by the intelligent men of the trade (335–7, 366–9).

Believes that the practice of overtime is injurious; that the extra money is generally spent on extra indulgences; that the men most accustomed to the practice are the least sober, have far inferior houses, and occupy with their families a far inferior position (362–3). As a rule the workshops are unhealthy, though now better than they were, in some cases making the men prematurely old, and putting many into an early grave (363). Thinks that workmen object to overtime as much now as they previously did. Some trades would be more favourable to it provided they could get a fixed scale of prices revised from year to year. The reduction of hours has made it more disliked. Nothing tends more to degrade a man socially than long hours and piece-work (403). Overtime is now very rare in the building trade, and generally prevails in cases of necessity only. Employers as well as men have seen the evil effects of it (458–9). May state that generally the masters are very arbitrary and tyrannical in this matter, requiring men to work overtime on pain of dismissal. The society protects men against this injustice: if a man were discharged for refusing to work overtime the society would help him until he got another job (468-71, 545–8). The society does not throw more hindrances than are necessary in the way of a man wishing to work longer and more than the majority of the trade, and in times of necessity does not interfere with overwork; nor does it interfere with any non-society men working at piece-work in such hours as they please (365–7).

A man is seldom turned out of the society: one who persists in practices contrary to the society's wishes generally falls into arrear, or in some other way ceases to be a member (453–6).

J.C. Proudfoot.

6 August 1867.

IV. 88.

Mr. JOHN C. PROUDFOOT (*Secretary to the Trades' Council of Glasgow*):

Was formerly secretary to the Society of Carpenters' upon which the present Associated Carpenters and Joiners of Scotland was fonnded (7992).

Scotch unions, as a general rule, discourage piece-work, by asking a man who takes it whether he finds it advantageous, or whether he does not think that if many did so the price of labour would fall (7999–800). The association does not guarantee to a man a rate of wages (8008); nor does it require a man to reach a certain average amount of skill before admission (8010). Applicants are usually recommended by some member who knows them, and would not be likely to recommend an incompetent man (8012–13). There is no rule in Scotland for imposing a fine upon a man for "chattering" (8027).

Does not concur entirely with Mr. McDonald's opinion that no society has a right to limit the number of apprentices; gives the reason (8047). It is the journeyman who teach the boys (8049). A master may have as many apprentices as he likes, but if he wants them taught he ought to pay for it; he pays a man wages for his work, not for teaching apprentices (8056–8). A man ought to have 2*s.* a week more for a beginner (8060, 8067). A master receives no premium; his payment is the apprentices' work (8063, 8066, 8068). Masters may employ any persons they choose, members or not (8065). Apprentices receive from 10*s.* to 12*s.* a week the last year of their time (8070); they begin with 2*s.* 6*d.* per week, and increase year by year (8074). Mr. McDonald's society is the only one where there is a fine for paying a man more than the price agreed upon by masters (8077). There is nothing in the association's rules to prevent a man making the best of his skill; a man may make any contract he likes with his master (8080). Trades unions are at liberty to fix the time that a man should work; if one man may sell a portion of his time 500 may do so, but the 500 have no right to combine and prevent work being done by others (8082–3). The society picket, but endeavour to keep within the law; it is only done by remonstrance, and not by threats or intimidation (8148, 8154, 8157). Gives an instance of tyranny on the part of masters (8157). The issuing of black lists, and the holding a man up to contempt and scorn because he may differ in opinion are not to be defended. Such practices do not obtain in Scotland (8159–61).

By the working rules men are to walk the extent of one and a half miles from their principal workshop on their own time, and from that distance to three miles on their employer's time when on job (8169). The Operative Painters' Society have rules about walking time (8172). The address prefixed to the rules was not drawn up by the witness (8174). There is no custom in the society to refuse to work with a non-union man, or threatening employers if they do not discharge a non-unionist (8177–79). About 10 years ago there was a system called "chasing" in Glasgow, but it has very much gone out (8181–2).

Thomas Prowse.

1 Aug. 1867.

IV. 75.

Mr. THOMAS PROWSE (*formerly a member of the Stonemasons' Society*):

Gives the reasons which induced him to leave the society (7629–31, 7641). Has worked as a non-union man since 1860, and in various shops, and has only once been interfered with (7633). It is a great piece of tyranny that a man should be obliged to belong to a union when he does not wish (7634). If such a man were struck against, the delegate of the union should be fined (7684). Many men have been obliged to leave their employers because they would not join, and instances one man in particular (7636–7). Men have been driven from their bread, and their families starved, through not joining (7646).

Considers "chasing" objectionable, and gives the reason (7651–3).

Piece-work would be beneficial to individual workmen were it not for the avarice and meanness of masters (7663). If a man earns a certain amount of money at piece-work the master cuts it down till a man cannot earn the ordinary wage of a man working by the day (7665). Working under a sub-contract is one of the best chances a man has of raising himself; but the general body of workmen denounce it, because they think it produces tyranny and hard work (7680–3).

George Smith.

30 April 1867.

I. 100.

Mr. GEORGE SMITH (*of the firm of Smith and Taylor, Contractors for the new India and Foreign Offices*):

Overtime generally occurs under a pressure for time or by reason of inadequate premises. No man in his senses requires it unnecessarily; as regards the mere rate of working it is less profitable than ordinary work (2848).

Has no proof, but believes that one workman sometimes complains of another's work as done more rapidly than that of others (2849-50).

Charles Williams.

2 April 1867.

I. 66.

Mr. CHARLES WILLIAMS (*Secretary of the National Association of Operative Plasterers*):

The association discountenances overtime as much as possible; it is considered a privilege only in some instances to work overtime at a higher rate of wages (1972–5).

A. DIGEST OF EVIDENCE.

IV. Supply and Conditions of Labour.

The members of the association do not always refuse to work with a man who is not a member, but in Bradford and some other localities it is the custom to do so (1816–7, 1879–86).

States that a rule of a lodge of the association (lately referred to in the "Pall Mall Gazette" and other papers under the heading "How not to do plastering")—namely, "not to have a cornice where there is only two-coat plaster"—was adopted by the workmen at the request of the employers' association of the district; and that the question involved is simply one between the employer and the architect and the person who pays for the building. The rule would affect workmen, in plain work only, to a ess extent than 15 per cent. in time (1806–15).

James Wilson. 18 June 1867. III. 21.

Mr. JAMES WILSON (*Member of the Leeds Branch of the General Builders' Association*):

The regulations of the plasterers' union as to apprenticeship restrict the supply of labour, and hamper the employer in his business (4111–32, 4480–3). Master plasterers have no restrictions as to the entrance of young men into their trade (4490–2, 4547–9).

By the regulations of the plasterers' union, overtime is allowed only where the union hold it to be necessary; men are not allowed to work for a master who is subcontracting; and after a strike men are not allowed to return to their employer unless he takes back the whole of them. Cases of difficulty arising from this regulation must be settled by a committee of the union (4727).

Additional information respecting the Supply and Conditions of Labour will be found in the evidence of the following witnesses:—

GLASS TRADE.

X. 38. JOSEPH LEICESTER (*Member of the Flint Glass Makers' Friendly Society*).

X. 20. Mr. GEORGE LLOYD (*Chairman of the Midland Association of Flint Glass Manufacturers*).

X. 29. Mr. WILLIAM ROBINSON (*of the firm of William Gammon & Co., Flint Glass Manufacturers, Birmingham*).

X. 31. Mr. T. J. WILKINSON (*Secretary of the National Flint Glass Makers' Friendly Society*).

COAL AND IRON TRADES.

V. 94. Mr. JAMES BROGDEN (*Manager of the Tondu Coal and Iron Works, South Wales*).

VII. 15. Mr. JOHN CHAMBERS (*of the firm of Newton, Chambers, & Co., Thorncliffe Coal and Iron Works, Sheffield*).

VII. 30, 38. VIII. 27, 41. Mr. ALEXANDER MACDONALD (*President of the Miners' National Association*).

VI. 7. Mr. CHARLES MARKHAM (*Engineer and Managing Director of the Staveley Coal and Iron Company, Derbyshire*).

VIII. 14. Mr. JOHN NORMANSELL (*Secretary of the South Yorkshire Miners' Association*).

VI. 32. VIII. 1. Mr. WILLIAM PICKARD (*Agent of the Wigan Distric Association of Lancashire Miners*).

V. 99, 118. Mr. FREDERICK SMITH (*General Manager of Lord Dudley's Mining Works*).

VII. 6. Mr. PHILIP COOPER (*General Manager of the Holmes Colliery, Wigan*).

Mr. WILLIAM ELEY (*Manager of the Cadley Hill and Swadlincote Old Collieries, Derbyshire*). VI. 38. VIII. 42.

Mr. WILLIAM CLAY (*Manager of the Mersey Steel and Iron Works, Liverpool*). V. 131.

Mr. WILLIAM GARNER (*Secretary of the Millmen's Association, West Bromwich*). V. 30.

Mr. DANIEL GUILE (*Corresponding Secretary of the Friendly Society of Ironworkers*). V. 15.

Mr. FRANCIS MILLS (*formerly Member of the Iron Moulders' Society*). V. 125.

Mr. W. S. RODEN (*Managing Director of Shelton Bar Iron Company*). V. 105.

Mr. WALTER WILLIAMS (*Honorary Secretary of the South Staffordshire Ironmasters' Association*). V. 74.

ENGINEERING TRADE.

Mr. C. F. BEYER (*of the firm of Beyer, Peacock, & Co., Gorton Foundry, Manchester*). X. 41.

Mr. JAMES NASMYTH (*Engineer, formerly of the Bridgwater Foundry, Patricroft, near Manchester*). X. 61.

Mr. JOHN ROBINSON (*Engineer of the Atlas Works, Manchester*). X. 48.

SHIPBUILDING TRADE.

Mr. GEORGE BAYLEY (*formerly Surveyor of Shipping under the Board of Trade*). IX. 59.

Mr. JOHN DUDGEON (*Iron Shipbuilder, Millwall*). IX. 20.

Mr. C. M. PALMER (*of Palmer's Patent Shipbuilding Company, Newcastle-on-Tyne*). IX. 51.

Mr. J. D'A. SAMUDA, M.P. (*Shipbuilder, Isle of Dogs*). IX. 11.

Mr. CLIFFORD WIGRAM (*of the firm of Money Wigram & Sons, Shipbuilders, Isle of Dogs*). IX. 7.

PRINTING TRADE.

Mr. W. H. BLATCHLEY (*Secretary of the London Union of [Printers] Pressmen*). X. 100, 115.

Mr. RICHARD LEE (*Member of the London Society of Compositors*). X. 104.

Mr. BENJAMIN PARDON (*Member of the London Master Printers' Association*). X. 99, 114.

Mr. HENRY SELF (*Secretary of the London Society of Compositors*). X. 102, 106.

Mr. JOHN SHREEVE (*Secretary of the Printing Machine Managers' Trade Society, London*). X. 100, 112, 114.

Mr. C. W. H. WYMAN (*Chairman of the London Master Printers' Association*). X. 89, 116.

TAILORS' TRADE.

Mr. ROBERT BENNETT (*of the firm of Bennett & Co., Tailors, Conduit Street, London*). X. 11.

Mr. GEORGE DRUITT (*Secretary of the London Operative Tailors' Protective Association*). X. 12.

Mr. ROBERT LEWIS (*President of the Master Tailors' Association of the United Kingdom*). X. 1.

V. STRIKES AND LOCK-OUTS.

William Allan.

19 & 26 March 1867. 1 Aug. 1867. 1 July 1868.

I. 28, 33. IV. 62. X. 46.

Mr. WILLIAM ALLAN (*Secretary of the Amalgamated Society of Engineers*):

In the first six months of 1852 the society expended 40,000*l.* during a lock-out. That sum being left out of the calculation, of the 18,000*l.* which has on an average been spent yearly in payments to men out of employment, about 10 per cent. has been paid to those engaged in disputes (615–17). The lock-out of 1852 left the society reduced by 2,000 members, and with only 3,000*l.* in hand, but the members' confidence was not shaken, and the funds were increased by a levy of 6*d.* a week a member for 13 weeks. Since then the society has continued to flourish (649, 692–5). The two rules relating to overtime, piece-work, and apprentices, which led to the dispute of 1852, have since been abolished, though they were declared by the then Attorney-General to be perfectly legal (652–6). The Sydney branch (the first of the colonial branches) was formed by a number of members who were locked out in 1852, and who went to Australia in preference to remaining out of employment in London (689–91).

Before a strike can take place the grievance must be brought before a branch committee, or before a district committee if one exist, and then before the executive council, and the consent of each body obtained. But a strike without the authorities' sanction would be upheld by them if the circumstances of the case required immediate action (703–13). No important strike has occurred since 1852, since when, through the formation of the society, an increase of wages and a shortening of the hours of labour have taken place. The advantages gained by the society have been obtained by memorials and deputations to employers, who, as a rule, are prepared to meet their workmen (658–60).

The society's advance in wealth and strength has tended to make strikes less frequent (824–31). The members generally are decidedly opposed to them, thinking that matters ought to be settled in a different way; and the existence of a large accumulated fund encourages the feeling, their wish being to conserve what they have got (657, 827). They believe all strikes to be a complete waste of money, not only in relation to the workmen, but also to the employers (827). In some instances strikes have benefited the men, but as a rule they leave things as they find them, and involve misery the meanwhile (959–63).

The council endeavour at all times to prevent strikes, generally recommending deputations to the employers. They have recommended that no strike should take place in at least 20 cases in as many months (826–31).

With one or two exceptions, the strikes during the last 10 years have not been for an increase of wages, but to resist a reduction. Some have been for a reduction of hours, but they have for the most part arisen on questions of piece-work and of the employment of boys in a larger proportion than is recognized by the men, or to maintain existing trade rules (833–50; 876). One of the most important strikes which has taken place within the last 10 years is now pending at Blackburn, where about 200 members are out. It has resulted from a proposal to reduce wages by 2*s.* a week; a great number of employers have yielded the point (697, 837). In a strike in Australia, the men demanded a reduction of time to eight hours a day, and got it (1020–1).

Generally speaking, non-society men, if there is anything of a strike, leave their employment as well as the society men (851). As a rule, machine men at factories, being labourers and not in receipt of the ordinary rate of wages, are not admitted to the society, and in a strike by members of the society these men are usually compelled to go out, or are locked out with the rest by the employers. The society does not pay them anything out of the funds, but endeavours to get subscriptions for them from the members. Money was thus raised for them in 1852 (895–904).

Gives particulars of a case (at Messrs. Beyer & Peacock's) in which the men struck immediately on the appointment of a particular foreman, their objection to him arising from their knowledge of his previous conduct (964–75).

Robert Applegarth.

18 March 1867. 9 & 23 July 1867. 1 Aug. 1867.

I. 1. IV. 4, 42, 61.

Mr. ROBERT APPLEGARTH (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

1,941*l.* 8*s.* 1½*d.*, or nearly one-third of the whole expenditure, was spent in 1865 for "trade privileges," that is, in supporting members on strike or in contests at law with employers (55–60). Gives particulars of a lock-out (originating from a strike of which the council disapproved) at Manchester, and of strikes (approved of and supported by the council) at Torquay and Darlington during the past year (62–95). The council have power to withhold support from members on strike who have struck against the decision of the council (96–9). Gives particulars of a movement to obtain the Saturday half-holiday in Hull, in which the council think a strike may be justifiable (100–1). The society would be ready to act as an arbiter between employers and workmen in matters not concerning the rules (131–4). During the last four years about one-third of applications from branches for the council's sanction to proposed strikes have been rejected. In such applications the council are guided by the monthly reports from the branches as to the demand for labour, rate of payment, and conditions under which members are working (136–41). The council never suggest a strike (135).

Thinks that strikes were more frequent before the establishment of the society in 1860 than they have been since, though during last four years strikes on a small scale have been frequent (142). The council would not sanction a strike arising out of suggested working rules which had not been agreed upon by masters and men (214–26).

Justifies picketing, but only in the form in which the society sanctions it—namely, waiting at workshop doors to quietly inform workmen what is going on. The use of threats, howling at men, following them home, he would not sanction (6736–49). Gives an instance of legitimate picketing at Cardiff, and could give scores of others (6750–9). The society only employs as pickets men who are in the receipt of strike pay (6760–2).

Edmund Ashworth.

5 June 1867.

III. 15.

Mr. EDMUND ASHWORTH (*Chairman of the Building Committee, Manchester Assize Courts*):

Has been acquainted with strikes for 40 years, and has no faith in any strike ever resulting satisfactorily by reference, the men being governed exclusively by their committee (4326).

Gives details of the history of the strike which has taken place at the new prison and assize court buildings at Manchester. In April 1864 the work of the labourers on one portion of the buildings (the prison) being imperfectly performed, the foreman of the bricklayers appointed as labourers' gang leader a man who the body of the labourers thought was not entitled to the post, and on his taking his place they left their work and thus stopped the bricklayers' work. The bricklayers at first refused to work with the new labourers who were brought in, some of whom were not, perhaps, properly qualified hodmen. A day or two after they were willing to resume work on the condition that they were paid for the time they had lost, but to this the contractor would not accede, and for some weeks the work stood still. Non-society bricklayers were eventually brought from other places, and the work proceeded, pickets being employed, and bribes to leave their work being offered to the new men by the bricklayers on strike. In June the latter, knowing the assize courts—forming the other portion of the buildings—were required to be ready by the end of July, and that the joiners' work there was pressing, thought to secure their end by inducing the joiners to come out with them on strike. The joiners did come out, but their places were filled up with non-union men. Great precautions had to be taken; the contractor put up beds in the building for the use of the men, and provided kitchen accommodation for them; the windows were secured, and police stationed to preserve order outside. The works were regularly picketed, and the workmen insulted and molested on every possible occasion, and some were severely assaulted. But towards the autumn the union found it was useless to fight on longer, and withdrew their pickets. The work has since gone on peaceably, but the unionists continue their opposition and resentment against all who have worked on the premises. During the dispute arbitration was offered to the men, but refused. They endeavoured to bring the dispute to a close by requesting Mr. Waterhouse, the architect of the building, to make use of the power he had under the contract of discharging an incompetent foreman by dismissing the gang-leader, with whose appointment the dispute had commenced, although no charge of incompetency could be brought against the man. This he refused to do. They thereupon withdrew all unionist brickworkers from other buildings which he had in progress, and endeavoured to prevent the employment of non-unionist workmen upon them. They even prohibited supplies of materials for his buildings. Mr.

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Waterhouse then offered arbitration, but the men refused it; and it was not until he had published a circumstantial account of the strike, and prepared the way for criticisms by the press, that the bricklayers gave way. The new prison, however, of which he is the architect, is to this day under the ban of the unionists (4326–7, 4337–40. 4358–62).

A combination of the hand brickmakers and the bricklayers took place against the use of machine-made bricks, by which it was hoped that the supplies would be cut off from the non-unionist workmen at the prison, but by purchasing a machine and manufacturing bricks for themselves within the prison walls the committee were able to keep them supplied (4329).

Refers to a strike at Bolton of stonemasons, bricklayers, and joiners, against a Mr. Thompson, a master builder. His wife had been insulted in her own house by a workman, and he prosecuted him for the offence. On the man's conviction the union supported his wife while he was in prison, and afterwards made up to him his full wages for the time for which he had been imprisoned. They imposed a fine on Mr. Thompson for prosecuting, and on his refusal to pay it commenced a strike which lasted nearly seven months, during which time he was exposed to threats of violence, and the men he employed to the most insulting and menacing intimidation. The matter was referred to arbitration, but the men refused to abide by the decision (4340–3).

James Clarke.

5 July 1867.

III. 84.

Mr. JAMES CLARKE (*Secretary of the Stockport Bricklayers' Union*):

Picketing is sometimes practised by the society, but without violence. It is not provided for in the rules. Regards it as the mere looking after the interests of the society, or the enforcing of its rules, by the officers or by persons appointed for the purpose. Men employed on picketing work are generally paid by the unions. In entering payments to such men in the society's accounts, the witness would not use the word "picketing," but would say "looking after" or "watching" work (6359–93).

Thomas Conolly.

2 April 1867.

I. 52.

Mr. THOMAS CONOLLY (*Member of the Friendly Society of Operative Stonemasons*):

In the agitation for the nine hours, part in the movement was taken by 600 to 800 men, expressly against the wish of the society at large, and for some time they received no strike pay. But when the masters locked them out relief was granted by special resolutions. When the masters introduced the method of payment by the hour the society considered it was an alteration of the existing custom of the trade, and on that ground granted support. The strike was not without fruits, since it led the masters to see how inconvenient it is to deal with men determined to make sacrifices on behalf of a principle (1364–7).

Edwin Coulson.

2 April 1867.

I. 55.

Mr. EDWIN COULSON (*Secretary of the Operative Bricklayers' Society*):

No member of the society in any district can enter upon a strike without the consent of the members of the whole society, before whom the executive council, after receiving an application, lay the matter through the several lodges. Before considering an application, particulars as to the precise state of trade, &c. in the district are obtained from the lodge. On receipt of such particulars, the executive have, in many instances, seen it wise to prevent a strike taking place (1418–21).

The general cause of strikes since 1861 has been the endeavour of employers to force upon men rules as to wages and hours of working which they considered objectionable (1422–5).

The leaders of workmen in trade disputes within the last few years have always found difficulty in getting employment. One man, Henry Noble, known in the strike of 1859, was a marked man by the builders of London, and for months and months could not get a job (1627–8).

Richard Harnott.

26 March 1867.

I. 44.

Mr. RICHARD HARNOTT (*Secretary of the Friendly Society of Operative Masons*):

When any body of members wish the existing arrangements with their employers to be altered, either by an advance of wages or by a reduction of the hours of labour, the matter is laid before a branch committee, then before the central committee, and lastly before the whole society by means of printed reports, each member having a right to vote upon the proposition. When the consent of the society has been obtained in this way, a notice is given to the employers concerned that it is wished that in (say) three or six months the desired change shall take place; and at the end of the specified time, if no arrangement has been come to, the workmen concerned in the application go out on strike (1047–53, 1121). The society does not suggest to members that applications for changes should be made (1054). In cases where attempts are made by employers to reduce wages or increase the hours of labour, to introduce piece-work or to employ non-society men, members are allowed to strike without obtaining permission from the society, provided a majority of the members of their branch consent, but they are required to wait upon their employers before striking (1117–21). If an employer would not work according to the usual system or rules of the society, workmen would consider it an infringement of their rights and refuse to work for him. But they would not in any other way interfere with him (1159–63).

A strike which was ultimately successful took place at Plymouth in 1865, with a view to obtain an advance of wages to meet the increased cost of living, and to establish a code of working rules (1189–93). In May 1866 a strike of masons, who wished their working hours reduced (except on Saturday) to nine hours a day, or from 55½ to 50½ a week, took place at Newcastle. When it had lasted about nine months the employers offered to raise wages from 27*s.* to 30*s.* a week, offering in money somewhat more than an equivalent to the advantage which the men wished to obtain in time. This offer was refused, 401 workmen out of 422 voting in favour of the reduction of time. The latter was then conceded by the employers, and work resumed. In August 1866 another strike took place at Chatham on the part of 21 skilled workmen, on the introduction of a labourer to work as a mason, he not having been taught the trade. Thinks it was right for the men to strike, whether or no the employer deemed the man competent, the employing of a labourer as a mason being contrary to the rules of the trade (1264–75). A strike which lasted nine months and terminated in February 1867 has taken place at Carlisle. Its object was to increase wages and to reduce the hours of labour. In the end the employers gave an advance of 2*s.* a week, and the strike ceased (1302–3).

Abram S. Hewitt.

28 May 1867.
16 July 1867.
22 Nov. 1867.

II. I.
IV. 17.
V. 40.

Mr. ABRAM S. HEWITT (*of the firm of Cooper, Hewitt, & Co., Ironmasters, United States*):

Gives details respecting the strike which has prevailed for six months at Pittsburg in Pennsylvania, and in which the men actually on strike form about one-fifth of the number thrown out of work by the dispute. Has heard that it has led to violence, and also, indirectly, to the commission of three or four murders (3747–69; 3802–9; 6962–3). Local strikes among the puddlers, who are the most ignorant men among the ironworkers, have been very frequent in the United States, but now for the first time they have an organization which reaches over the whole iron industry of the country, and by this means the present strike has been maintained longer than any previous one (3829).

Picketing is known in the United States, but it is not carried on and would not be tolerated in the form in which it is, in some instances, practised here. Works where a strike prevails are watched, and notice of the strike is given to men coming there (3952–5).

George Housley.

9 April 1867.

I. 72.

Mr. GEORGE HOUSLEY (*General Secretary of the Friendly Society of Operative Bricklayers*):

No strike for an advance of wages has occurred during the time witness has been secretary; there was a turn-out at York for the hour system (2040–41). A dispute at Sheffield was arranged without a strike (2042–43). The sum spent by the society on strikes last year was 45*l.* 17*s.* (2174); the average would be about 200*l.*, (2171).

George Howell.

2 April 1867.

I. 63.

Mr. GEORGE HOWELL (*Member of the Operative Bricklayers' Society, and Secretary of the Reform League*):

Does not think that any calculation has been made of the money loss occasioned by the strike of 1859, the object of which was to reduce the hours of labour from 10 to 9 a-day (1638–61). There have been several strikes since, but none of them at all comparable to that of 1859 in point of length of duration and distress (1639–41).

John Kettle.

25 June 1867.

III. 61.

Mr. JOHN KETTLE (*Foreman of the Bricklayers on the New Gaol, Manchester*):

Gives in full detail an account of the strike that followed his appointment as foreman, and of the proceedings subsequent thereto (5443–68).

Rupert Kettle.

16 July 1865.

IV. 25.

Mr. RUPERT KETTLE (*Judge of the Worcestershire County Courts*):

For the purpose of dealing with strikes by arbitration witness has divided them into three groups: first, disagreement upon the terms of a future contract; secondly, disagreement upon the construction of a subsisting contract; thirdly, disagreement upon matters of sentiment (6988). Of these, strikes under the first head are more extensive and of longer duration, but strikes under the third are very frequent. Disagreements under the second head, as to subsisting contracts, can be easily adjusted by unbiassed minds (6989–91). Witness has found arbitration alleviate the evils of strikes, and details the particulars of his first interposition between masters and men in the building trade at Wolverhampton (6993). The masons refused to join the other branches of the trade in submitting to arbitration, and threatened a strike or an increase of wages (7051). The masons sent a requisition to the masters through the local secretary requiring certain terms from all the masters in Wolverhampton on very short notice. The masters refused to concede to those terms, and the masons struck. The strike did not originate from one master giving a rise in wages (7057–59).

Care should be taken in striking for labour purposes that men should be withdrawn altogether, and not merely sent to other districts (7162). The result of strikes in the building trade is, that wages are not so high as if the laws of supply and demand had been allowed to work themselves out. There are cases where wages have been artificially forced up by strikes (7163–5). Great mistakes must necessarily be made by the societies from want of local knowledge; gives as an example a strike at Wolverhampton (7168–9).

Robert Last.

9 April 1867.

I. 87.

Mr. ROBERT LAST (*General Secretary of the Operative House Carpenters and Joiners' Society*):

During the 40 years the society has been established there have been many strikes (2484–5).

Minor strikes, such as a man's turning out because he is offered less wages than he has hitherto been working for, occur daily. In such case, he is entitled to strike pay if the society approve of his conduct (2488–9). There are strikes on account of encroachments by the employers as well as strikes for advance of wages and hours of labour (2491).

There have been about 22 real strikes within the last four years, the general cause of which was a demand for advance of wage or shorter hours (2494, 2516). There was an extensive strike at Birmingham against the discharge note, which a man had to take from one employer to another. Notice was given that at a certain date no man would be received without a discharge note, but the men struck before the time arrived (2518–21). There was a strike at Kendal for a privilege of leaving at 4 o'clock on the two fair days; the employers stopped wages for loss of time, but ultimately paid (2517). The names of men who took part in the society's largest strikes at Preston and Carlisle, and other places, were sent to the masters' association, to prevent those men from getting work (2541). The Manchester law court strike was not countenanced by the general union, which did not give a farthing. It began with the bricklayers' labourers, who struck. The bricklayers lost time, and claimed for the time the labourers had been out, and required the discharge of a clerk of the works. The joiners and carpenters thinking the others had a grievance came out, the bricklayers offering them support as long as they were out (2546–7).

John McDonald.

21 May 1867.

I. 145.

Mr. JOHN MCDONALD (*President of the Glasgow Master Brickbuilders' Association*):

His experience goes very much to confirm the opinion that strikes are for the most part brought about by the most worthless class of the operatives. They often arise on trivial points which would not be disputed were there no unions either of employers or of men. Unions of either kind he considers undesirable and unreasonable (3595–8). Gives instances of strikes which have taken place on insufficient grounds, and which have failed to accomplish their designs (3598–601). In one of these strikes, which lasted for four months, the men endeavoured to take contracts for themselves, but the result was that they squandered their funds and broke up the society. After two or three years' lapse the society was reconstituted (3595, 3653–5). Gives details of a case where work by plasterers was suspended by the failure of the master, which the plasterers' union would not allow their members to resume under a second employer until the proprietor of the building had paid a week's wages left unpaid by the first employer, as well as a second week's wages for the time in which, after the failure, the workmen had been standing idle (3595).

The conclusion to which he has been led by his own experience is, that the suffering and loss entailed by a strike of a few weeks' duration are such that even if the thing desired is gained many months do not make up for it (3601–2).

Is not aware that in his time violence has been shown towards non-unionist workmen (3656).

Does not think that men of one branch of the trade support men of another branch who are on strike beyond assisting them pecuniarily, and is not aware that any have done that to a great extent (3638–44).

William Macdonald.

9 April 1867.

I. 79.

Mr. WILLIAM MACDONALD (*Honorary Secretary of the Manchester Operative House Painters' Alliance*):

The society never originated a strike, but has stopped and prevented many (2289). During the past year many places have gained an increase of wages; in four only has there been a recourse to a strike (2295–8). The expense to the alliance to obtain these advantages has been 74*l.* 2*s.* 2*d.*, by which expenditure it is reckoned there has been a gain of 9,690*l.* (2296–9). If the society approved of the objects of a strike in a trade other than their own they would assist (2328). At Blackburn lately the masters proposed a reduction of 15 per cent. upon wages already the lowest in that district, and after some correspondence, in which the employers refused to recognize the union, locked the men out (2335–9). The society support them; they are not idle through their own wish (2354).

James Matson.

6 August 1867.

IV. 80.

Mr. JAMES MATSON (*Secretary of the Associated Carpenters and Joiners of Scotland*):

In 1866 there was a lock-out by the ship-builders on the Clyde. The men requested a reduction in hours, but none in wages. The masters refused this and locked the men out (7770–71). The ship joiners offered to take the reduction of time and wages, but the masters would not agree unless all the trades did the same (7772). 700 members of the association were locked out, and 830*l.* was expended upon them, at the rate of 10*s.* per week for four weeks, but many found work in the different branches (7773–78).

The association does not make extraordinary allowances to other branches of the trade out of the funds. A grant was made to the joiners in the midland counties of England, and to the brickmakers, but that was done by a levy (7883–7).

There was a strike in Edinburgh, previous to the formation of the society, for a reduction of hours, but it was unsuccessful, because the men were not united (7961, 7967). The masons of Edinburgh struck at the same time for a reduction of hours, and were successful after 13 weeks (7973).

Witness believes that pickets are legal as long as they abstain from intimidation (7977, 7985). In the joiners' strike at Edinburgh picketing was not practised, but it has been practised at Inverness and Aberdeen (7962–3).

John Mooney.

9 July 1867.

IV. 13.

Mr. JOHN MOONEY (*President of the Operative Bricklayers' Society of Glasgow*):

Replies to one of the statements of Mr. McDonald of Glasgow in his evidence (*see above*), 6791–3.

M. J. O'Neil.

5 July 1867.

III. 79.

Mr. MICHAEL JOSEPH O'NEIL (*formerly General Secretary of the Friendly Society of Operative Bricklayers*):

Gives particulars and explains his own views respecting the dispute—would not call it a strike—which took place at the building of the assize courts and prison at Manchester. Contradicts evidence already given on several matters connected with the dispute and the events which followed (6088–297).

Thomas Piper.

30 April 1867.

I. 92.

Mr. THOMAS PIPER (*Secretary of the London Master Builders' Society*):

With reference to combinations of masters (to which the London builders are not favourable, believing that each master ought to deal with his own workmen), does not know of the existence of a feeling that masters are not as loyal to one another as workmen are to themselves, and that individual masters are likely to yield that which the body wish to refuse; but such a feeling may exist. The loyalty of the workmen is for such a definite object that it can be distinctly enforced, whereas the loyalty of masters has to do with a variety of circumstances. Is not informed upon the fact that in the great strike many masters kept their shops open while others were closed; and does not think they did (2631–9). The society has taken no cognizance of the discharge note (2688).

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Since a strike in 1834 workmen have never been asked to sign a declaration, but they were asked to make one verbally in 1860, their names on making it being put down. They were to declare they were not members of a trade union (2587–92).

Has seen the practice of picketing in operation, and certainly has reason to suppose that threats are used in addition to persuasion towards persons seeking employment. Has never seen a man actually struck, but has witnessed hustling practised by the men on picket (2731–7).

The members of the society are not bound in any way as to employing men who have been on strike, or to stand by one another in strikes, nor does he know of instances of members helping one another by money contributions in a strike; apprehends, however, that they support one another on the general principle of honour that ought to regulate them (2690, 2744–6). Has no information as to whether there is generally concerted action on the men's part in organizing strikes; thinks that circumstances often produce a strike at a particular part without any intention to strike there (2724–9).

George Potter.

19 March 1867.

I. 16.

Mr. GEORGE POTTER (*President of the London Working Men's Association, and Member of the Progressive Society of Carpenters and Joiners*):

The short time movement in the building trades, which led to the strike and lock-out of 1859, commenced in 1857 by the union in conference of five branches of the trade—the bricklayers, masons, plasterers, carpenters, and painters—with the object of reducing the daily working hours from 10 to 9. At that time men worked 58½ hours a week; eight and a half hours on Saturday, and 10 on other days. The workmen held that machinery having been introduced, and work being done more quickly than before, it had become unnecessary that they should work so many hours in the day. The agitation which then commenced lasted for two years (354–8). Believes that great social improvements have resulted from the movement, that workmen have become more sober, provident, and domesticated (364). Gives particulars as to the strike and lock-out in 1859. In its immediate result the movement to reduce the hours of labour failed to secure its object; but subsequently advantages were obtained by the workmen, —namely, closing at 1 o'clock on Saturdays, an advance in wages of 5*s.* a week, and a reduction of time (497, 508). The hours of labour are now 56½, 10 hours on each of the first five days, and 6½ on the Saturday, the men leaving off at 1 o'clock (421). The employers were unwilling to reduce the hours of labour, but willing to raise the rate of wages: the dispute was not as to the amount workmen were entitled to, but as to the way of receiving it (528). The benefits and advantages afterwards obtained might not have been secured had not the men struggled as they did. Possibly the ordinary laws and regulations of trade might have produced the same result. Thinks the men would have succeeded in their object but for the opposition of the press, which was at the time the means of embittering feelings and strengthening animosities (531). Does not think that either employers or workmen anticipated the struggle which took place (531). On resuming work the leaders of the workmen had considerable difficulty in getting employment: most of them went back to their own avocation (537–9). Much suffering was caused by the lock-out, the savings of many men being absorbed (517*a*, 518). By the joint committee of workmen of the building trades about 24,000*l.* was raised from their own and other trades, the latter being applied to by circular; this sum was insufficient to avert distress, about 30,000 men being locked out, and the lock-out lasting about six months (500, 509–15).

The Master Builders' Association of London is a body with which the workmen would communicate on questions of wages, &c. During the lock-out of 1859 the association formed a very powerful organization. It is supported by the majority of the large employers (338–40).

Since the agitation in the building trades in 1859, society men have become more numerous, and workmen's trade societies more united; the various societies in the country have also been brought into closer union. The Amalgamated Society of Carpenters was brought into existence through the lock-out (519–20). Efforts have also since then been made to get up a confederation of trades, and the Alliance Organization of Trades, formed at Sheffield at the close of 1866, has been established. Many and some very influential societies have joined it, but other large ones have not. One penny a member for 12 months is paid by every society joining the Alliance; levies of so much a member can also be made by the executive of the alliance upon the societies which have joined it. The object in establishing the alliance is to obviate the difficulty experienced in 1859 and previously in applying for help in trade disputes to the various trade societies, which were then comparatively unknown to each other (519–27).

Considers that picketing is a legitimate practice. There is no coercion or intimidation intended, only suggestion (491–2). Believes that in a strike the members of one society will stand by those of another, and decline to take their places on work (493–7).

J.C. Proudfoot.

6 Aug. 1867.

IV. 88.

Mr. JOHN C. PROUDFOOT (*Secretary of the Trades' Council of Glasgow*):

Gives particulars of a strike in 1854, in which the society of which he was then secretary was concerned (8039–41). Does not think that strikes are brought about by the most worthless part of the operatives, as asserted by Mr. McDonald (8097). Men would not get what they wanted without striking (8100).

The whole association must approve of the strike in some cases; in others a particular branch may strike, but not without a majority of the votes of the members (8098–9).

Thomas Prowse.

1 Aug. 1867.

IV. 75.

Mr. THOMAS PROWSE (*formerly a member of the Stonemasons' Society*):

Gives an account of a strike which happened in 1866 at Mr. Kelk's in consequence of piece-work, and of another about the hour system in 1861 (7666–74).

George Smith.

30 April 1867.

I. 100.

Mr. GEORGE SMITH (*of the firm of Smith and Taylor, Contractors for the new India and Foreign Offices*):

Was engaged in the great strike of 1859 and 1860. As to the "discharge note" (which was originated in the midland counties), his impression is that it was simply talked about and never used in London. No black lists were then circulated by the employers (2820–5).

It is customary to get a clause inserted in a contract, that in the event of a strike of general operation in the trade allowance shall be made for the loss of time occasioned by the strike (2828).

G. F. Trollope.

30 April 1867.

I. 104.

Mr. GEORGE FRANCIS TROLLOPE (*of the firm of George Trollope & Sons*):

Gives an account of the movement of 1859 for the reduction of working hours, and of the strike in which his firm was concerned (2867–71). Since that time strikes have occurred elsewhere, because workmen wished certain foremen discharged, but not in his firm (2873).

In the strike of that year the works of his firm were picketed morning, noon, and night, and the men who were at work, with their wives and children, hooted at and annoyed. This "social violence" he considers quite as effectual as actual physical violence—as if the men were knocked down. One or two men who had done something more than insult by word of mouth were convicted. Black lists were issued by the unionists (2916–9). During that strike he saw two or three men who had been knocked about on the head and were bleeding, but cannot tell how far they had provoked it themselves, or how far others had provoked it. Possibly they had struck the first blows on the use of insulting language by others. Does not know whether the violence used was worse in former strikes or not (2929–33).

Charles Williams.

2 April 1867.

I. 66.

Mr. CHARLES WILLIAMS (*General Secretary of the National Association of Operative Plasterers*):

The rules of the association do not allow a man, or any number of men, to cease work unless the authorities have investigated the affair thoroughly (1805). Believes that the executive or governing bodies of trade societies are more opposed to strikes than members are (1943–4).

A recent dispute in Bradford arose from the circumstance that the lodge there sent a notice to a Mr. Howroyd, requiring four young men, his sons, who were working in their father's employ, to join the association. This was done on the ground that they were not entitled to enjoy the advantages which the association had secured to the workmen in Bradford without contributing to its support. On receipt of this notice Mr. Howroyd discharged his men, and within a few days seven employers in Bradford locked out, without warning, the whole of their men (1804–6; 1826–42). If Mr. Howroyd had not discharged the men they would have left his employ on the refusal of the sons to join, but they would not receive support from the funds unless the association had previously sanctioned the step (1843–55). To hisknowledge no other step than the notification to the father was taken, nor was any intimidation or violence practised (1853–4; 1866–9). Some previous conduct of Mr. Howroyd's in

suggesting that the names of men on strike should be forwarded to employers may have been an incentive to the men, but the real reason was that the young men would not join the society (1846–52). The dispute has now been settled, the employers wishing the men to resume work on their own conditions. Cannot say, not yet having the returns, whether the young men have actually joined the society (1822–25). During the lock-out a Mr. Neill, who being a member of the masters' association would not employ men who had been locked out by other employers, advertised for plasterers to go to Scarborough; on this a notice was inserted in the monthly report of the operatives' association that all plasterers were to communicate with the secretary before engaging to go there, and this step has led Mr. Neill to apply to the secretary to supply him with workmen, the union in point of fact being master of the situation (1865–75; 1887–1903).

In a recent strike at Aberystwith, in which the men wished to take undue advantage of the employer, asking simply on account of the briskness of work for an advance of wages and a reduction of time equivalent to an increase of 10 per cent., the executive stopped the strike by sending other workmen from Liverpool. Trade was pretty good at the time, but the executive prevailed on men to oblige them by going because they thought that the employer was really suffering injustice (1923–63). The men who struck at Aberystwith had been collected from various places to do the work, and were receiving about 30*s.* a week (1959–62). Quotes a letter from the contractor, thanking the executive for what they did (1941–3). Thinks that the conduct of the executive in this matter has done a great deal of good to the association (1965).

James Wilson.

18 June 1867.

III. 21.

Mr. JAMES WILSON (*Member of the Leeds Branch of the General Builders' Association*):

The employers in the association interfere with the free action of the men only with the view of protecting themselves. Where after formal consideration they hold that a strike is unjustifiable and should be resisted, they publish "strike lists" (4493–503). Holds that a strike if justifiable at all would be justifiable in the case of an employer wishing his men to work for lower wages or for longer hours than those current in the town, but only on the part of his own men. Cases of strike are sometimes decided against employers (4504-12; 4564–72). Explains the circumstances of two strikes against Mr. Robert Branton and Mr. James Branton, respectively, of Leeds, of whom one had his son apprenticed to him contrary to the union rules, and the other had working for him a unionist who had refused to pay a fine to the union. Both strikes were brought to an end by the intervention of Mr. Williams, the secretary of the National Association of Operative Plasterers (4522–43). Refers to the case of a Mr. Barker, a plasterer, of Leeds, who was brought to bankruptcy by the closing of his workshop by the union, on his refusing to discharge non-union men who had been in his employ 20 or 30 years (4727).

Additional information respecting Strikes and Lock-outs will be found in the evidence of the following witnesses:—

COAL TRADE.

Northumberland and Durham—Mr. GEORGE ELLIOT, Coal Owner (VI. 1); Mr. C. M. PALMER, Member of the Steam Coal Association (IX. 51); Mr. W. O. WOOD, Manager of Messrs. Straker and Love's Collieries, Willington (VI. 19). *Lancashire and Cheshire*—Mr. JOSIAH EVANS, of Haydock and Edge Green Collieries (VII. 34); Mr. G. C. GREENWELL, Agent of Lord Vernon's Collieries (VI. 85); Mr. JAMES HADDOCK, Manager of the Ravenhead Colliery, St. Helen's (VI. 31); Mr. ALFRED HEWLETT,* Managing Director of the Wigan Coal and Iron Company (VII. 30, VIII. 41); Mr. WILLIAM PICKARD, Miners' Agent for the Wigan district (VI. 32, VIII. 1); Mr. WILLIAM ROWE, Collier, Lindsay Cannel Pit (VII. 27). *Yorkshire*—Messrs. H. C. and A. BRIGGS, of Whitwood and Methley Junction Collieries (VI. 46, 54, 58); Mr. JOHN CHAMBERS, of Thorncliffe Coal and Iron Works, Sheffield (VII. 15); Mr. PHILIP COOPER, Manager of the Holmes Colliery, Rotherham (VII. 6); Mr. JOHN NORMANSELL, Secretary of the South Yorkshire Miners' Association (VIII. 14); Messrs. PICKLES, PYRAH, and TOFT, Colliers employed at Whitwood and Methley Junction (VI. 64, 59, 68); Mr. JAMES WILSON, Coal Viewer at Darfield Main Colliery (VII. 23). *Derbyshire and Leicestershire*—Mr. WILLIAM BROWN, Miners' Agent (VIII. 29); Mr. JAMES CAMPBELL, Viewer at the Staveley Collieries (VI. 77); Mr. WILLIAM ELEY, Manager of the Cadley Hill and Swadlincote Old Collieries (VI. 38, VIII, 42); Mr. WILLIAM GLEADOW, General Manager of the Gresley Wood and Swadlincote Colliery Company (VI. 34); Messrs. HENSHAW, ELIJAH SMITH, and WHITWORTH, Colliers employed at the Staveley Collieries (VI. 89, 92, 94); Mr. ARTHUR HIGGINSON, of Stanton Colliery, Burton-on-Trent (VI. 43, VIII. 44); Mr. CHARLES MARKHAM, Managing Director of the Staveley Iron and Coal Company (VI. 7); Mr. J. T. WOODHOUSE, Principal Agent at Church Gresley and other Collieries (VI. 24). *Staffordshire*—Mr. FREDERICK SMITH, General Manager of Lord Dudley's Mining Estates (V. 99, 118). *Scotland*—Mr. ARCHIBALD HOOD, Manager of the White Hill Colliery, Lasswade, near Edinburgh (VII. 1). *Coal Trade generally*—Mr. ALEXANDER MACDONALD, President of the Miners' National Association (VII. 30, 38, VIII. 27, 41).

IRON TRADE.

Mr. WILLIAM CLAY, Managing Director of the Mersey Steel and Iron Works, Liverpool (V. 131); Mr. DANIEL GUILE, Secretary of the Friendly Society of Ironfounders (V. 15); Mr. WILLIAM HOBSON, Secretary of the Associated Ironworkers of Great Britain (V. 21); Mr. JOHN JONES,* Secretary of the North of England Iron Manufacturers' and Cleveland Ironmasters' Associations (V. 46, 60, 129); Mr. JOHN KANE, President of the National Association of Ironworkers (V. 1, 37, 138); Mr. WILLIAM KNIGHTON, Chief Foreman of Foundries, Staveley Works (VI. 71); Mr. CHARLES MARKHAM, Managing Director of the Staveley Iron and Coal Company (VI. 7); Mr. C. M. PALMER, Ironmaster, Jarrow (IX. 51); Mr. W. S. RODEN, of the Shelton Bar Iron Company (V. 105); Mr. FREDERICK SMITH, General Manager of Lord Dudley's Mining Estates (V. 99, 118).

ENGINEERING TRADE.

Mr. WILLIAM ALLAN,† Secretary of the Amalgamated Society of Engineers (X. 46); Mr. C. F. BEYER, of the Gorton Foundry, Manchester (X. 41); Mr. JOHN ROBINSON,‡ Engineer of the Atlas Works, Manchester (X. 48).

SHIPBUILDING TRADE.

Clyde—Mr. GEORGE BAYLEY, formerly Surveyor of Shipping under the Board of Trade (IX. 59); Mr. J. P. SMITH, Secretary of the Clyde Shipbuilders and Engineers' Association (IX. 42); Mr. ROBERT STEELE, Jun., Shipbuilder (IX. 32). *Thames*—Mr. P. J. ROBSON, President of the Shipwrights' Provident Union of the Port of London (IX. 47, 63); Mr. CLIFFORD WIGRAM, Shipbuilder (IX. 7). *Shipbuilding Trade generally*—Mr. JOHN ALLEN, Secretary of the Boilermakers and Iron Shipbuilders' Society (IX. 44, 67).

PRINTING TRADE.

Mr. W. H. BLATCHLEY, Secretary of the London Union of Pressmen (X. 100, 115); Mr. BENJAMIN PARDON, Printer (X. 99, 114); Mr. JOHN SHREEVE, Secretary of the Printing Machine Managers' Trade Society (X. 100, 112, 114); Mr. C. W. H. WYMAN, Chairman of the Master Printers' Association (X. 89, 116).

TAILORS' TRADE.

Mr. ROBERT BENNETT, Tailor (X. 11); Mr. GEORGE DRUITT, Secretary of the London Operative Tailors' Protective Association (X. 12); Mr. ROBERT LEWIS,§ President of the Master Tailors' Association of the United Kingdom (X. 1).

BUILDING TRADES.

Mr. JOHN BRISTOW, Builder (III. 39, 43); Mr. JAMES CAMPBELL, Viewer of the Staveley Collieries, Derbyshire (VI. 77); Mr. ALFRED MAULT, Secretary of the General Builders' Association (I. 109, 127, 157; II. 13; III. 1, 35).

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* See letter from the Chief Constable of Lancashire, *post*, p. 331, respecting certain statements made in evidence by Mr. Hewlett.

* See Mr. Jones's Answers to the Commissioners' Paper of Questions, *post*, p. 110.

† See above for the earlier evidence of Mr. Allan on the subject of strikes, in which also will be found an account of the strike at the Gorton Foundry in 1866, spoken of by Mr. Beyer.

‡ See Mr. Robinson's Answers to the Commissioners' Paper of Questions, *post*, p. 129.

§ See Mr. Lewis's Answers to the Commissioners' Paper of Questions, *post*, p. 119.

VI. RESTRICTIONS UPON TRADE.

A. DIGEST OF EVIDENCE.

VI. Restrictions upon Trade.

Mr. EDMUND ASHWORTH (*Chairman of the Building Committee, Manchester Assize Courts*):

Edmund Ashworth.
5 June 1867.
III. 15.

From the time of the strike at the law courts, which commenced in 1864, the union bricklayers combined with the hand brickmakers, and refused to use machine-made bricks, persecuting all persons who were instrumental either in making, carting, or using such bricks. Gives details of their proceedings, and reads extracts from communications showing the hardships to which brickmakers, carters, and others have been subjected. The brickmakers' and bricklayers' union extends to four miles round Manchester, and no other bricks than those made within the district are allowed to be bought or used (4327–32). The man who gave him the most information was one who had saved some money, and staked with others 300*l.* in a brickmaking machine: this he lost through the bricklayers refusing to use machine-made bricks, although machine-made bricks were better than hand-made, their only object being to benefit the hand brickmakers (4367–70).

In July 1865 the working builders of Liverpool gave notice to their employers that after a given date no bricks would be "used by steam power," giving as their reason that the brickmasters of Birkenhead could supply them "with as good an article, if not superior, to the ones made by steam power" (4343).

Joseph Barlow.
26 June 1867.
III. 74.

Mr. JOSEPH BARLOW (*Master Brickmaker, Droylsden, near Manchester*):

Formerly had two brickyards, one in the district of the Manchester Brickmakers' Union and one in that of the Ashton Union. The two unions compelled him to remove one of his yards and confine himself to one district. This he did at a great loss. On removing from the Manchester district some of his property was destroyed, to his belief by Manchester unionists, because he had chosen the other district (5850–69).

Explains the restriction put upon him and others by the unions as to the sale of bricks. Being under the Ashton union he is not allowed to sell bricks within the Manchester district, which extends four miles round the city. A staff of pickets is regularly employed to prevent carters bringing in bricks from one district to the other (5934–46, 5980–6030). The Manchester union is more arbitrary in this matter than the others, and forbids also the use of machine-made bricks (5975–9, 6051–7).

James Clarke.
5 July 1867.
III. 84.

Mr. JAMES CLARKE (*Secretary of the Stockport Bricklayers' Union*):

An "understanding," the object of which is to support trade unions, has recently been come to between the bricklayers and the brickmakers of Stockport, to the effect that the former will not set bricks made by non-union men, and that the latter will not supply bricks to employers with whom the bricklayers have a dispute. It is not the subject of any written or printed rule or agreement and may be set aside at any moment, but it is an open and not a secret understanding (6324–58).

George Harrop.
25 June 1867.
III. 57.

Mr. GEORGE HARROP (*Inspector of Police, Droylsden, near Manchester*):

Gives particulars as to the action of the brickmakers of the Ashton-under-Lyne district in endeavouring to prevent the use in one district of bricks made in another (5412–36).

John McDonald.
21 May 1867.
I. 145.

Mr. JOHN MCDONALD (*President of the Glasgow Master Brickbuilders' Association*):

Machine-made bricks are in use almost exclusively at Glasgow, and there have been no difficulties with respect to their introduction. The employers and operatives have acted together to secure uniformity in the size of bricks (3581–6).

Alfred Mault.
7, 14, 21, & 28 May 1867.
5 & 18 June 1867.
I. 109, 127, 157
II. 13.
III. 1, 35.

Mr. ALFRED MAULT (*Secretary of the General Builders' Association*):

Asserts that trades unions endeavour to prevent the introduction and use of machinery. This is done more particularly by the masons, the bricklayers, and the brickmakers. No opposition to machinery is ever raised by carpenters and joiners (3205, 3210). Gives instances of the action of the masons in respect of stone-working machinery at Bradford and Manchester. At Burnley and Darlington, also, rules forbidding the use of machine-sawn stone are in operation. These rules have been agreed to by the employers simply on account of the pressure which the union were able to bring to bear upon them (3205–9, 3265–7). As far as the witness knows, the objection to machine-cut stone is exclusively confined to the union men, and to districts in which they are so much in the majority that they can control the other men. There is no such objection made in London, where steam stone-sawing machines are in general use. Cannot give the rules directed against the introduction of machine-worked stone, but can give the fact of the introduction being prevented. (3233–51, 3461–2.)

The bricklayers of Manchester and Sheffield refuse to allow machine-made bricks to be used. With respect to brickmakers, cites an instance of brickwork containing machine-made bricks being injured at Sheffield, and a case of builders at Liverpool for whom the unionists will not work, because they make some of their bricks by machinery. Cannot say that any brickmakers' society has a rule against machinery, but practically there is one. Cannot give evidence directly implicating either a bricklayers' or brickmakers' union in the destruction of brickwork at Sheffield. The brickmakers had intimated to the employer that he was breaking their rule, and the common talk of the neighbourhood assigned the outrage to the brickmakers' union. (3209–11, 3252–62.) Has not heard of any objection by bricklayers that machine-made bricks are worse in quality or more difficult to work than hand-made. Hands in specimens of machine and hand-made bricks, and quotes the respective prices at which they are sold. (3255, 4728–31.)

In Lancashire and thereabouts there is a common understanding between the bricklayers and brickmakers that the former will not lay any bricks which are not made in a certain locality or in a certain way. Does not know that the understanding is common elsewhere. (3220–5.)

Asserts further that trades unions endeavour to prevent the introduction into a particular district of goods manufactured in another district. The masons, for instance, invariably have a rule against the introduction of worked stone, even from neighbouring quarries. Gives instances of the operation of this rule from Manchester, Bradford, Heywood, York, Barrow-in-Furness, and Ashton-under-Lyne. In one of these instances—that from Manchester—the contractor calculates that the operation of the rule will cause an addition of 35 per cent. to the cost of the stonework. (3212–7.) This rule of the masons applies, he thinks, everywhere except in London, where stone ready worked is continually imported. Has never read a code of masons' rules which did not contain a worked-stone rule. (3226–31.)

Has heard of only one instance of a similar rule being adhered to by carpenters. This was at Blackburn. Gives particulars thereof. (3217–8.)

Gives an instance of brickmakers refusing to allow bricks made in a brickyard situate in what they call the Ashton-under-Lyne district to be sold in the adjoining Manchester district, which is divided from the Ashton-under-Lyne district by a canal, on the bank of which the brickyard stands. (3436, 3450–1.)

Is not aware that any unions have attempted to lay an embargo upon the importation of foreign goods. (3268–75.)

M. J. O'Neil.
5 July 1867.
III. 79.

Mr. MICHAEL JOSEPH O'NEIL (*formerly General Secretary of the Friendly Society of Operative Bricklayers*):

There is no rule amongst the Manchester bricklayers against the use of machine-made bricks, but there may be an understanding about it for anything he knows. Has never heard of pickets being put to prevent carters bringing machine-made bricks into Manchester. Does not think they will use machine-made bricks. Has never heard that bricklayers in Manchester would not lay bricks made in the Ashton district, and the statement that such is the case would really surprise him. Is not aware that any understanding exists between the unions of the bricklayers and the brickmakers of Manchester. It has often occurred that when the bricklayers' union had a dispute with a contractor, they prevented him from obtaining bricks, but it has not been the rule to do so (6298–323).

James West.

25 June 1867.

III. 72.

Mr. JAMES WEST (*Carter, Manchester*):

Has been engaged in business as a carter for 20 years, and has been obstructed in his business by the action of trades unions. In an action at law brought by a Mr. Bristow, who had incurred the displeasure of the brickmakers, against one of the latter, Ellis Hall, he was summoned as a witness for the plaintiff. A ban was then put upon him by brickmakers, who told him through their union that he would not be allowed to cart bricks any more unless he paid the amount for which judgment was given against Ellis Hall. They wished to make him pay because he had appeared as a witness and told the truth. Attempted to carry on his brick trade by changing the name on his carts, but in vain, and has had to cart what anybody would give him (5799–828).

Knows that there are disputes in the brickmaking trade between the Manchester and Stockport districts. One master will not let another come into his district if he can help it, nor will they allow carting out of one district into another. Some of the masters are what may be called gentlemen, and others working men, but they are all alike in practice in prohibiting carting from one district to another. The masters and men in each district go together in these arrangements, though they have different unions. In some cases masters, who are also working men, may belong to unions of both classes (5830–40).

VII. GENERAL EFFECTS OF TRADE SOCIETIES.

William Allan.

19 & 26 March 1867.
1 August 1867.
1 July 1868.

I. 28, 33.
IV. 62.
X. 46.

Mr. WILLIAM ALLAN (*Secretary of the Amalgamated Society of Engineers, &c.*):

Is of opinion that the effect of the society has been to lower the hours of labour and to maintain a proper rate, or what its members conceive to be a proper rate, of wages, and that these results would not have been gained had the society not existed (632–4). Thinks also that it has been the means of decided improvement to the members in their position and character generally; the society has a controlling power over them in cases of misconduct (644). The action of the society has decidedly tended to bring wages in different towns nearer to a certain uniform rate (665–70). Workmen of skill and inventive powers have not been kept back from improving their position by the agency of the society, most of the foremen, managers, and superintendents having been at one time members. Leading men in the union are not likely to be promoted by employers (867). Has known cases of men who have taken a prominent part in trade disputes being obliged to leave the trade through inability to obtain work; at some works employment is refused to society men (869–70). The society's growth in wealth and strength has tended to make trade disputes less frequent (824).

Thinks that the work of a skilled workman is as good now as it was 20 years ago, but workmen are not so good now as general workmen; the introduction of machinery has led to greater subdivision of labour, and workmen are now confined to one or two branches (732–4).

Robert Applegarth.

18 March 1867.
9 & 23 July 1867.
1 August 1867.

I. 1.
IV. 4, 42, 61.

Mr. ROBERT APPLEGARTH (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

Generally speaking, men not in association accept terms less favourable than men in association (143). Believes that the general effect of the society has been to increase the rate of wages, and to limit the hours of labour (144–53).

Does not think the present generation of carpenters inferior in skill to their predecessors (281).

Edmund Ashworth.

5 June 1867.

III. 15.

Mr. EDMUND ASHWORTH (*Chairman of the Building Committee, Manchester Assize Courts*):

Believes that the effect of unions will be to raise the cost of production unnecessarily, especially in rural districts, and that this effect will soon be felt in trades which are brought into competition with foreign countries. Cannot give any instance within his own knowledge in which, in consequence of a rise of wages in England, foreign goods have been brought in to compete with English (4345–6, 4373). His chief complaint against trades unions is, that they interfere with the private efforts of individuals and the general harmony of society (4356).

Thomas Conolly.

2 April 1867.

I. 52.

Mr. THOMAS CONOLLY (*Member of the Friendly Society of Operative Stonemasons*):

Believes that the society is the means of preventing disputes between employers and the employed; but for the society, which lays down certain rules known to and respected by both sides, they would arise daily. In making these rules, workmen do not take masters into account at all, they merely look upon them as men who seek the greatest profit for their capital, while workmen seek the greatest profit for their labour. By means of combination they obtain this without depriving society of the benefit of individual skill (1349). The society is not always able, when willing, to prevent strikes by its members (1364).

Mr. EDWIN COULSON (*Secretary of the Operative Bricklayers' Society*):

Trades unions have tended to improve the character of work, and have promoted among workmen a more honourable feeling with respect to the execution of their work (1445–7).

Edwin Coulson.

2 April 1867.

I. 55.

Mr. RICHARD HARNOTT (*Secretary of the Friendly Society of Operative Stonemasons*):

The society has tended to improve the character of the workmen: they are more steady and to some extent better workmen than formerly. It has also promoted sociality amongst them (1068–9). The wages of masons have greatly improved within the last few years, but the witness cannot tell whether this is owing to the operations of the society. The supply of workmen has in some instances scarcely been equal to the demand, and employers have thereupon voluntarily raised the rate of wages (1070). The success of the society is owing to the prosperity of the trade within the last few years (1155–8). Considers that the young masons are as good workmen as the old ones, and that one can get work done as well now as 20 years ago (1316–7).

Richard Harnott.

26 March 1867.

I. 44.

Mr. ABRAM S. HEWITT (*of the firm of Cooper, Hewitt, & Co., Ironmasters, United States*):

Should think that trades unions in America up to this time have not exercised a sufficient influence to produce any material effect upon any question of public interest. They are beginning to assume some importance, but hitherto they have had but little. The influence of unionists in America would unquestionably be exerted in favour of a high protective policy (3773–7).

In his own firm the present relations of the employers with the men are good, but the feeling between masters and men generally of mutual respect and confidence and goodwill is, he should say, rapidly diminishing in America, where a marked feeling of antagonism is manifesting itself, and where also there is a general restlessness. Trades unions he should regard rather as a symptom than a cause of this state of things (3859–64.)

A. S. Hewitt.

28 May 1867.
16 July 1867.
22 Nov. 1867.

II. 1.
IV. 17.
V. 40.

Mr. GEORGE HOWELL (*Member of the Operative Bricklayers' Society, and Secretary of the Reform League*):

Believes that the rise of wages and the shortening of hours, which have taken place within the last seven years, have resulted entirely from the establishment of trades unions (1602–6). Was in receipt of first class wages for some years before he joined the society, but did not find that the society stood in his way in the least in his making the best of his ability (1654–9). Drunkenness has very decidedly diminished since he began life as a bricklayer; believes that the union has had a great deal to do with this result, especially within the last six years, by exercising through the regulations of the lodges a kind of moral restraint (1729–33). Having seen the union from three points of view, from outside, as one of its officers, and as a foreman, believes that the effect of it has been advantageous to the men in every respect (1724–8).

George Howell.

2 April 1867.

I. 63.

Mr. JOHN MCDONALD (*President of the Glasgow Master Brickbuilders' Association*):

Was a workman before he became an employer, and has been the latter for 16 years (3465–6).

Trades unions have a tendency to establish a monopoly in labour, by imposing restrictions as to apprentices and by confining the exercise of trade to the members of unions. In Glasgow the brickbuilders' union requires an entrance fee of 2*l.*, which every new comer

John McDonald.

21 May 1867.

I. 145.

A. DIGEST OF EVIDENCE.

VII. General Effects of Trade Societies.

must pay, or agree to pay, before unionists will work with him. Employers have often to pay this entrance fee for men whom they have brought from other places. Gives instances of the union enforcing its rules (3468–9; 3512–3).

Another tendency of the unions is to deprive the deserving workman of the reward of his skill and industry, depriving him of liberty of action, and subjecting him to terrorism should he not conform to the rules. Gives details of an instance in which two workmen who had held aloof from a general strike were fined, the one 30*s.* the other 3*l.*; the latter being first threatened with expulsion from the union, the expression being used towards him that they would "wring the bowels out of him," the import of which was that they would just starve him. The fine was not imposed by the authorities of the union, but by a large meeting of workmen (3514–20). According to his experience the unions most decidedly stand in the way of the more skilful and industrious workmen obtaining increased remuneration corresponding to their merits. Has himself been restrained from paying a higher rate to skilful men by the fear that the higher rate would be adopted for all (3603). Does not think that the unions affect the rate of working, which varies with the state of trade; when this is good and hands are scarce, valuable men become careless; when dull, the fear of being discharged stimulates them (3605–8).

The action of unions in fixing uniform rates of wages has the tendency to check competition between employers, stopping it altogether so far as it has to do with wages (3613–6).

Believes from his own experience that trades unions are injurious to the workmen, to their employers, and to the public; that without them wages would be as good, if not better; and that it would be better for the men in a moral point of view, better for employers, better for the community, were there no such things as trades unions. Very frequently the unions do things which reasonable men would shrink from doing (3565). Gives an instance of an extortionate demand for remuneration made by a workman sent to work at a distance which was supported by the union (3678).

The masters' associations are not so strong as the men's; masters have not that power of controlling each other which men have. Thinks that his own association exercises almost no influence over the trade. Believes that if the masters' associations were to become sufficiently strong they would ultimately have the effect of imposing in some respects quite as great and as injurious restrictions upon trade generally as the workmen's unions have done, and that wages would be reduced considerably below what they are; but does not think that the masters' associations could by any means acquire the power (3609–21). Believes that trade would go on better if there were neither unions of workmen nor unions of employers, and that were there none, the advantage of surplus profits in times of thriving trade would accrue to the workmen (3622–7).

William Macdonald.

9 April 1867.

I. 79.

Mr. WILLIAM MACDONALD (*Honorary Secretary of the Manchester Operative House Painters' Alliance*):

Witness does not believe that trades unions injure profits; the best employers, those who realize the largest profits and pay the best wages, are great supporters of the society in Manchester (2395–6). Witness is of opinion that in consequence of trades unions wages are higher, profits not lower, and the work cheaper in the end because it is better (2398–400).

James Matson.

6 August 1867.

IV. 80.

Mr. JAMES MATSON (*Secretary to the Associated Carpenters and Joiners of Scotland*):

Cannot say that there is a great alteration of feeling between the working men and the employers, or that one side regards the other with suspicion: thinks there is an improvement in the relations between masters and men (7876–9).

John Mooney.

9 July 1867.

IV. 13.

Mr. JOHN MOONEY (*President of the Operative Bricklayers' Society of Glasgow*):

Replies to what he thinks is erroneous in the evidence of Mr. McDonald, of Glasgow (*see above*), and reads certain documents referring to the matter at issue (6802-9).

Thomas Piper.

30 April 1867.

I. 92.

Mr. THOMAS PIPER (*Secretary of the London Master Builders' Society*):

Union men are of all sorts. Cannot say they are either inferior or superior workmen. No doubt there are exceedingly good union men (2692–702). Thinks that the unions originated in the first instance among the superior workmen, but it was by ingrafting upon the benefit societies rules of an exceptionable character (2693).

With regard to masons' work his opinion is that there are as highly skilled men as ever there were, but that the men are not so industrious (2756–61).

J.C. Proudfoot.

6 August 1867.

IV. 88.

Mr. JOHN C. PROUDFOOT (*Secretary of the Trades' Council of Glasgow*):

Attributes the improved condition of working men in Scotland to trades unions, and thinks that the unions have procured more for the operatives than they would have had without them (7997–8). Complaints have occasionally been made of hardship caused by trades unions (8038). Building operations have not been stopped about Glasgow by unions, but by other causes (8110). A trade union injudiciously conducted is a great evil (8163).

Thomas Prowse.

1 Aug. 1867.

IV. 75.

Mr. THOMAS PROWSE (*formerly a member of the Masons' Society*):

Trades unions have the effect of raising wages and shortening hours, because in proportion to their importance they have greater power than individuals in dealing with masters (7659–62).

George Smith.

30 April 1867.

I. 100.

Mr. GEORGE SMITH (*of the firm of Smith and Taylor, Contractors for the new India and Foreign Offices*):

As to unionists, considers there are some of all sorts, average, good, and bad workmen (2826). Has certainly been inconvenienced by their slow work. Finds there is less work done in a day than there used to be, and that to a very great extent (2826–7). It is not that the work is done less skilfully than it was formerly, but more slowly; there is not that *esprit de corps* which should exist. This he has always found wanting when a dull uniformity is aimed at (2841–2). The immediate influence of the union is to give some little advantage to the workmen which is more than compensated by inferior workmen being thrown out of employment, while the superior men are unable to get so high a rate of wages as they might. The remote influence (it will be some time before it is felt) will be the withdrawal of capital from building operations (2863–4).

G. F. Trollope.

30 April 1867.

I. 104.

Mr. GEORGE FRANCIS TROLLOPE (*of the firm of George Trollope & Sons*):

Thinks that the tendency of unions has been to bring all men down to a dead level, and to repress zeal and energy (2934).

Thinks also that their effect has been to destroy the friendly feeling which formerly existed between masters and men, and to substitute a feeling of antagonism, although the former, he hopes, has not quite died away. Masters are not now willing as they once were to employ men in slack times at their own personal loss out of regard to their men. The latter seem to lose their individuality in the union. There is a difference in their very behaviour, which is sometimes wanting in ordinary civility (2905–11, 2924–6, 2947).

With regard to the amount of work men will do within a given time, things have been getting worse and worse. The men have a theory that if there is work for three men to be done they are doing their cause a service if they can somehow scheme it that four men shall be employed, and hold that it does not concern the employer, who has only to put a profit on what he pays to his men, whether the work is done quickly or not. There is an understanding between them that in their employer's time they are not to walk too fast. This is a most unrighteous state of things (2920–3).

James Wilson.

18 June 1867.

III. 21.

Mr. JAMES WILSON (*Member of the Leeds Branch of the General Builders' Association*):

Believes from his own experience and from that of others that one effect of trades unions has been altogether to alter the relation between masters and men. The good and friendly feeling once subsisting between them has given place to indifference. Men have no longer any special interest in their own workshop, and masters can no longer be intimate and communicative with their men. Another effect is, a diminution in the quantity of work done in a given time. Men now feel that they may be summoned before another authority for their master for extra exertion or inciting others to it (4385-96). The tendency of union rules restricting men's personal action is to produce mediocrity of talent and of labour, combined with uniformity in wages (4433-42, 4589-97, 4674-6).

Considers that work is best done where the union is less extended, but cannot point to particular instances. As to skill, unionists and non-unionists are probably on a footing; gradations of skill being found in both classes (4598-616).

VIII. SYSTEMS OF ARBITRATION AND CONCILIATION.

Robert Applegarth.

18 March 1867. 9 & 23 July 1867. 1 Aug. 1867.

I. 1. IV. 4, 42, 61.

Mr. ROBERT APPLEGARTH (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

Codes of working rules have been established by masters and men in many towns. Than these the society think nothing can be more advantageous, and they have resulted very beneficially—remarkably so in Sheffield, where a board of arbitration has been established, concessions on the part both of the masters and of the workmen being made. In no town in England do the men work on better conditions than in Sheffield: no strike has taken place since the board was established (190–3).

Thomas Conolly.

2 April 1867.

I. 52.

Mr. THOMAS CONOLLY (*Member of the Friendly Society of Operative Stonemasons*):

Thinks that a board of arbitration such as that suggested by Lord St. Leonards would be very useful. Would not make its decisions binding, but considers that the position of the party in whose favour a decision was made would be so materially strengthened in the eyes of the public that the other party would find it prudent to assent to the decision. In a recent and long protracted strike the masons would have gladly abided by whatever decision a board of arbitrators might have given (1367).

Edwin Coulson.

2 April 1867.

I. 55.

Mr. EDWIN COULSON (*Secretary of the Operative Bricklayers' Society*):

The executive of his society are favourable to arbitration. Gives particulars of disputes in which efforts were made to adopt arbitration, and which have led to the adoption of codes of working rules (1425). No such rules are now in use in London. A suggested code was forwarded to the master builders with a request that they would meet the workmen, but no communication has been received from them. The existence of such rules as to working hours and the rate of wages prevents many disputes (1458).

Richard Harnott.

26 March 1867.

I. 44.

Mr. RICHARD HARNOTT (*Secretary of the Friendly Society of Operative Masons*):

Local working rules are commonly adopted among masons, and are found to work well: a mutual understanding between employers and employed is promoted, and disputes are prevented (1243–8). It is generally provided that three or six months' notice of desired alterations in such rules shall be given by either side. Several notices for alterations given by masters are pending at the present time (1249–59).

M. D. Hollins.

22 July 1868.

X. 86.

Mr. MICHAEL DAINTRY HOLLINS (*of the firm of Minton, Hollins, & Co., the Potteries, Staffordshire*):

Is chairman of the Chamber of Commerce for his district, and member of a firm employing about 1,500 men, women, and children (19,544, 19,555).

Almost from time immemorial annual hiring by means of a paper of agreement has been customary in the Potteries. This mode of hiring was always said by the workmen's delegates to favour the masters (19,548–50). About 15 years ago the witness induced the manufacturers to agree to the introduction into the hiring paper of an "arbitration clause," appointing in case of dispute a board consisting of three masters and three workmen and an umpire chosen by the other six members to adjudicate upon the dispute (19,551–2). The mere fact of the existence of this arrangement has been sufficient on several occasions within the witness's knowledge to bring a dispute to an end amicably, and on the several occasions when a board has been summoned the decisions have never been disputed (19,559, 19,564–6). About two years ago a wish was strongly expressed by the workmen that monthly hiring should be substituted for yearly hiring, and the latter mode has since fallen into disuse (19,553–4).

About six months ago the workmen proposed that a permanent Board of Arbitration and Conciliation should be established, to have power to deal with all questions in dispute between masters and workmen, and to be governed by similar rules to those in use at Nottingham (19,555, 19,586). There are 12 or 14 branches of the pottery trade, each of which branches has its separate union. The workmen were at first anxious that each branch should be represented on the permanent board; but as in that case the board would be so large as to be unwieldy, it was arranged that 10 members should be chosen by the masters and 10 by the men, and that by these members a standing umpire should be elected. This permanent board, which will be entirely a voluntary affair, will meet quarterly; but a committee of four members, two masters and two men, has been chosen, and to this committee every disputed question will in the first instance be referred in writing, and only on the failure of this committee to arrange the dispute will it be brought before the full board (19,555–8). It is hoped that by having a permanent board questions will be discussed and settled before a dispute arises (19,560–1, 19,608).

Gives particulars respecting the rule of payment by "good from the oven," which has been the principal cause of disagreement between employers and employed in the pottery trade (19,567–89).

Thinks that the system of a permanent board such as that organized for the Potteries might be advantageously applied to other trades. There are in the pottery trade perhaps as many branches and as many difficulties to contend with as as in almost any other trade (19,609).

George Housley.

9 April 1867.

I. 72.

Mr. GEORGE HOUSLEY (*General Secretary of the Friendly Society of Operative Bricklayers*):

There is only one set of working rules with which the executive has anything to do; in each lodge there are local working rules or byelaws (2048–9). If the executive adopt a byelaw of a particular branch they would support a strike for an infringement of it (2052–3). The rules of the different lodges are in course of revision; about 30 lodges have had their rules passed by the society (2054–6). A code of rules signed by masters and workmen tends much to prevent trade disputes, example at Bolton (2058–2062).

Rupert Kettle.

16 July 1867.

IV. 25.

Mr. RUPERT KETTLE (*Judge of the Worcestershire County Courts*):

The system of arbitration may be looked upon as a substitute for strikes. According to witness's experience, when masters and men meet and discuss business matters with the utmost freedom, it is the greatest possible relief to both, and results in a satisfactory arrangement (7017, 7159).

Produces and puts in code of rules containing an arbitration clause, the essential part of which is that disputes should be referred to arbitration (6994–5). The rules were agreed upon by the master builders and carpenters and joiners in Wolverhampton generally, six delegates being chosen from each as arbitrators. The rules are posted up in the workshop and, unless there be a written contract, are binding between masters and men. Disputes are referred to arbitrators, and in case of disagreement amongst them, or a majority, the matter is referred to the umpire, and an award made, which can be enforced in the county court. In 1865 a supplemental rule called the "conciliation rule" was made, by which minor disputes and private differences were referred to one member from each of the above-mentioned sets of arbitrators, without prejudice to the power of the court of arbitration, to determine the matter in dispute. Many disputes have been satisfactorily settled in this way (6998). The rules are hung up in all the master builders' workshops in Wolverhampton, and are binding both upon masters and men in the absence of any special contract (7000, 7014). At Wolverhampton carpenters and joiners first came in under the rules, and in the third year the plasterers, mainly because of the working of the conciliation rule; the bricklayers came in last year. The masons have hitherto refused, their rules, it is said, being opposed to the plan. Last year they were working at a lower rate of wages than the natural rate (7018–29, 7155–6).

Does not think that it would answer to make an award a rule of court, because of the expense, but thinks it desirable to give a county court execution on a judge's award (7039–41). Both parties are satisfied if fully heard by a judge who understands their case (7042). At first there was great objection on the part of the men to publicity, but now it is quite the ordinary course to have reporters present to give the substance of discussion, and there is no objection made on either side (7056). As to bricklayers' labourers, thinks they would be able to appreciate arbitration (7045). It is said that unions extend amongst the labourers at Wolverhampton, but no dispute has been brought for adjudication (7047–8).

Gives an example of how the rules may be enforced (7109–11). The men in their corporate capacity adhere to the rules as much as the masters; it is more difficult for a man to change his residence than for a master to change the place of using his capital (7114). Witness believes that the adoption of the rules in the other staple trade of the district would make that trade go on as harmoniously as the building trade (7117). The rules are binding upon all works carried on in and

from Wolverhampton, but not on strangers taken by the job (7129–35). If higher wages were given in the neighbourhood, as was the case at Coventry, the men would work under the contract, because they know that if they proved at the arbitration table that higher wages were being paid they would get a rise (7138–41). There is never an arbitration as to wages in the half year; both masters and men like to know what they have to depend upon on the 1st of May in each year (7144–45).

Witness is unable to trace the direct connexion between the system of arbitration and trades unions; but thinks that the men must come to arbitration with the consent of some central body, and is therefore careful that they should meet as a deliberative body and not as delegates merely (7147–8). It has always been stated to the men that if they prefer to bring to the arbitration table any members of their central committee, whatever they say shall be respectfully considered, but that proceedings taken there are not to be reviewed by absent parties. Supposing when the yearly rules are being formed the men wished for a person from a distance as arbitrator he would be heard, but his name would not be included amongst those to settle disputes, because he would be at a distance (7157–8). The best means of bringing workmen together would be to choose a union of men who were in central communication with each other, and carried on their proceedings publicly (7150). At Wolverhampton both unionists and non-unionists join in arbitration (7151). Although the existence of a union is not essential to the working of the arbitration system, yet a combination by which delegates can be chosen is essential (7152–54).

Witness was asked to go to Coventry to establish the arbitration system there, and made an award at Coventry by which wages were raised; the masters were of opinion that it was wrong, but cheerfully submitted (7018–20, 7022, 7025).

The arbitration system was successfully carried out in the Staffordshire Potteries by Mr. Davies, the stipendiary magistrate, in a dispute in the building trade (7028).

Mr. Skinner, the county court judge at Walsall, was successful in arbitration there, though from his being county court judge there might arise difficulties in enforcing his own awards (7029).

Witness gives account of his arbitration at Worcester, and of his failures with the labourers, and of the appointment of an umpire (7030–38).

A system of arbitration could be carried out in London if non-union men would join with the unionists in choosing delegates (7203–6). In order to agree upon rules it is essential that all the trade should be satisfied, and if unions be the best way of bringing men together they are unobjectionable (7207–9). There is no expense attending the system except a few pounds for printing (7217–8).

Robert Last.

9 April 1867.

I. 87.

Mr. ROBERT LAST (*General Secretary of the Friendly Society of Operative House Carpenters and Joiners*):

A dispute was settled by arbitration at Birmingham last month, six delegates from the employers and six from the operatives, Mr. Thos. Lloyd being the arbitrator. In that arbitration all the advantages were given to the operatives (2522–30).

George Levey.

22 July 1868.

X. 83.

Mr. GEORGE LEVEY (*Member of the London Master Printers' Association*):

About 1853 or 1854, as various questions had arisen which it was difficult to settle without reference to a court of law, a court of arbitration was formed. It was to consist of three masters and three compositors, with a barrister as president, and was to meet when the masters' and men's committees, by whom moot points were discussed, could not agree. It met on three occasions only. On the first two, decisions were given in favour of the journeymen; on the third occasion the decision was in favour of the masters. The question was an important one (the witness gives particulars as to its nature); and though the workmen acquiesced in the decision at the time, they soon raised the question again in an action at law. The action was tried in the Court of Exchequer, from thence it went to the Court of Error, and the result was to reverse the decision of the arbitration court.* Such having been the action of the compositors, the masters felt that the arbitration court was useless, and it has not been called together since. Gives particulars as to the mode of procedure in the arbitration court (19,488–503, 19,514–17). Believes that if the court were to be reconstituted, and its decisions made absolutely binding, good would result to masters and men; and that every trade might have its masters' committee and workmen's committee for mutual conference, and its distinct legal arbitration court for ultimate decision (19,525–42).

* The report of the case will be under Hill *v.* Levey, 3 Hurlstone and Norman, 7 and 702 (Exchequer, 25 Feb. 1858, Exchequer Chamber, 19 June 1858).

John McDonald.

21 May 1867.

I. 145.

Mr. JOHN MCDONALD (*President of the Glasgow Master Brickbuilders' Association*):

The masters are very willing to adopt arbitration in disputes, and have proposed and urged it, but on the part of the men it has been at all times declined positively and decidedly (3567–71).

W. Macdonald.

9 April 1867.

I. 79.

Mr. WM. MACDONALD (*Honorary Secretary of the Manchester Operative House Painters' Alliance*):

Witness puts in a copy of working rules (2261). They have been agreed to by masters and men (2323).

James Matson.

6 Aug. 1867.

IV. 80.

Mr. JAMES MATSON (*Secretary of the Associated Carpenters and Joiners of Scotland*):

The rules affecting strikes provide that a branch society alone has power to resist the reduction of present wages, but if it desire an advance it must apply to the rest of the branches before it can strike (7796). Witness hopes that courts of conciliation, whereby questions between employers and employed may be amicably settled, will soon be established (7797–8). The tendency of the society is much in favour of them (7799). The society has never tried arbitration. Lord St. Leonard's bill would have been a great means of settling disputes (7809–10).

John Mooney.

9 July 1867.

IV. 13.

Mr. JOHN MOONEY (*President of the Operative Bricklayers' Society of Glasgow*):

The bricklayers have found the plan of six employers and six working men meeting together answer. Some persons think an umpire is necessary, but they do not. Thinks the fact of the society's strike pay amounting only to 205*l.* in 17 years proves that their plan has worked well (6821-5).

A. J. Mundella.

14 & 22 July 1868.

X. 73, 95.

Mr. ANTHONY JOHN MUNDELLA (*President of the Chamber of Commerce, and Chairman of the Board of Arbitration in the Hosiery Trade, Nottingham*):

Describes the unsatisfactory state of things between employers and workmen in the hosiery trade at Nottingham which preceded the institution in 1860 of a Board of Arbitration and Conciliation there (19,341–4).*

In the first instance a handbill was issued, signed by himself and two other manufacturers, inviting the workmen to a conference with them as the representatives of the employers. About a dozen workmen, who were the leaders of the unions, were deputed to meet them; and after two or three days' consultation a Board of Arbitration and Conciliation was agreed upon (19,345–7). Ten persons were chosen by the employers, the members of the Hosiers' Association—a body which includes all the employers in Nottingham (40 in number) except about three—having the right to vote, and ten by the workmen, who chose their representatives by universal suffrage, the votes being sent from both unionists and non-unionists to the secretaries of the unions, which included the great body of the workmen (19,358–61). Two members from each side of the board form a committee of inquiry, who try to confer on questions that arise, and settle them privately. The board is to meet at least once a quarter; in practice it meets about once a month (19,351). The witness has been chairman from the beginning, and at first had when necessary a casting vote; but the casting vote did not work well, secessions taking place in consequence thereof, and for the last four years the board has dispensed with voting altogether (19,348). The proceedings of the board are exceedingly informal. The members sit round a table, masters and men interspersed, and discuss the questions before them (19,348–9). Gives additional particulars as to the working and proceedings of the board (19,680–5).

In questions of wages which are brought before the board a month's notice is required to be given. The board's decisions as to wages are almost universally accepted; but in the event of a refusal to abide by them, a deputation is appointed from the board, or the personal influence of the members is used (19,358, 19,442–5, 19,715). In fixing wages, the board has to settle the prices of nearly 5,000 different articles, which are all made by piecework, and are paid for according to printed statements of prices. These are not periodically revised, but from time to time, as needed (19,352–6).

One effect of the board has been to help employers and workmen, by personal interviews and inquiry, to

* See the Rules and Account of the board, handed in by Mr. Mundella, *post*, pp. 351, 332.

understand more clearly each other's position and requirements (19,715). The general good effects of the board's proceedings are seen in the altered state of feeling on the part of workmen towards employers, in the greater regularity of work in the trade, in the absence of strikes, in the reduced subscriptions which are in consequence required by the unions, and in the abolition, through the board's influence, of trade customs or practices injurious to the workmen (19,376–80, 19,441, 19,680).

Gives particulars of the establishment, or proposed establishment, of boards of arbitration in other trades or places, including masons' and building trades at Bradford, Nottingham building and lace trades, South Lancashire and Staffordshire coal trade, Wolverhampton and Leeds (19,466–74, 19,688–90). In the file trade at Sheffield the men have asked the masters to form a board, but the masters wish to make some conditions about apprentices beforehand. A board should be formed first, and conditions made afterwards (19,478). At Derby a board has been formed, embracing several trades—masons, builders, elastic-fabric makers, and others. From four to eight members (in equal numbers from employers and workmen) are chosen from each trade represented to form the complete board; but no question is to be submitted to the board until it has first been brought before a committee of four. If they fail to decide it, it goes before the board. Is a little doubtful whether the experiment of combining several trades in one board will succeed (19,474–5).

With the exception of the masons, there has been on the part of the existing unions a very general demand for the institution of boards such as that at Nottingham. To the witness, unions seem to be necessary in carrying out the arrangements for boards. At Nottingham they could have done nothing without them. The employers (as at the first institution of the board there) sometimes look upon the movement with suspicion (19,359–69, 19,691–4).

Thomas Piper.

30 April 1867

I. 92.

Mr. THOMAS PIPER (*Secretary of the London Master Builders' Society*):

Does not think there is any set of working rules in operation in London (2740–3).

George Potter.

19 March 1867.

I. 16.

Mr. GEORGE POTTER (*President of the London Working Men's Association, and Member of the Progressive Society of Carpenters and Joiners*):

The trades generally are favourable to working rules framed by employers and employed, to be revised from time to time (375). Believes that such rules have been beneficial in the building trade. In Birmingham a code exists which is revised by notice at the end of every year. At Manchester and Nottingham, also, excellent rules exist: they are framed or adopted exclusively by the members of the trade concerned (376–7).

Believes that courts of arbitration would in many trades be entirely inoperative, and in others successful and useful; would desire to see them established upon the basis suggested by Lord St. Leonards, with a few alterations; there is a growing feeling among workmen in favour of such courts (378). Does not know that such courts have actually been established in England; somewhat similar institutions exist at Birmingham and Manchester, and also, he believes, at Nottingham. Believes that at Nottingham for the last 10 years disputes have been satisfactorily settled by means of a board of the kind (379–80). Believes that in many instances rates of wages and hours of labour might be successfully arranged by such courts (382). Does not think that, important as the protection of their funds may be, trade societies would agree that, as a condition of their own absolute recognition, the awards of courts of arbitration should be made enforceable (408).

Mr. JOHN C. PROUDFOOT (*Secretary of the Trades Council of Glasgow*): *J. C. Proudfoot.*

6 Aug. 1867.

IV. 88.

Believes that if a court of arbitration was established, and the award made final and binding, great good might be done (8127).

Mr. THOMAS PROWSE (*formerly a Member of the Stonemasons' Society*): *Thomas Prowse.*

1 Aug. 1867.

IV. 75.

Considers that arbitration enforced by enactment would never really work well; men would never be guided by what they thought against their real interests (7675, 7678).

Mr. CHARLES WILLIAMS (*General Secretary of the National Association of Operative Plasterers*): *Charles Williams.*

2 April 1867.

I. 66.

In various districts men work under codes of rules agreed upon between the employers and themselves. In Liverpool there is not a respectable firm with whom the workmen have not a proper understanding. Six months' notice of any alteration in trade customs has to be given on either side (1802, 1858). Wherever members go they work according to the customs of the town they are sent from; but if the town is "in advance," then they work under that town's custom (1800–1).

IX. INDUSTRIAL PARTNERSHIPS AND CO-OPERATIVE SOCIETIES.

William Allan.

19 & 26 March 1867.
1 Aug. 1867.
1 July 1868.

I. 28, 33.
IV. 62.
X. 46.

Mr. WILLIAM ALLAN (*Secretary of the Amalgamated Society of Engineers*):

The society has never adopted co-operation in any way. Three-fourths of the members are favourable to the principle, but are opposed to using the society's funds for such a purpose. Many members belong to co-operative grocery and other stores, but no workshop has been established. Attempts have been made, without success, to form co-operative societies amongst the members (1015–20).

Henry C. Briggs and Archibald Briggs.

24 & 25 March 1868.

VI. 46, 54, 58.

Mr. HENRY CURRER BRIGGS and Mr. ARCHIBALD BRIGGS (*of Henry Briggs, Son, & Co., Limited*):

Mr. H. C. Briggs has had the management of the business of Messrs. Briggs, Son, & Co. since the year 1852 (12,486). Three collieries—Whitwood, Haigh Moor, and Methley Junction—are now in their occupation (12,488).

Describes the disputes as to wages, modes of working, &c., at Messrs. Briggs's and the adjoining collieries in the 12 years (1853–1865) preceding the formation of the limited liability company to which Messrs. Briggs' collieries now belong. The annoyance resulting from these disputes at last came to such a pitch that Messrs. Briggs resolved to adopt the system of co-operation at the collieries. They offered to transfer the collieries to a limited liability company, and to admit their workmen and customers as shareholders, they themselves retaining in shares at least two-thirds of the entire capital in their own hands. They also undertook to recommend to the shareholders that whenever the divisible yearly profits accruing from the business, after a fair and usual redemption of capital and other legitimate allowances, exceeded 10 per cent. upon the capital embarked, all those employed by the company as managers, agents, or workpeople, should receive one half of such excess profit as a bonus, to be distributed among them as a per-centage upon their respective earnings during the year (12,489–547). The wages to be paid to the workpeople who would work under this scheme were to be on the same scale as the ordinary wages of the district. Since the adoption of the scheme two advances have been made in wages, concurrently with a general advance in the district (12,550–6).

Mr. H. C. Briggs was led by several considerations to the view that larger profits could be made in the collieries if masters and men were to be working mutually together. The miners seemed to him, under the ordinary system, utterly reckless as to the losses inflicted upon employers and workmen by neglect and stoppage of work for frivolous reasons. He believed that some of the more intelligent workmen might be led by reasoning and experience to see the suicidal character of the struggles which had taken place, and then to influence their fellow-workmen for good; and he knew that 70 per cent. of the cost of raising coal is made up by wages for manual labour, while an additional 15 per cent. is made up by materials used in the mine, in respect of which the workmen have ample power of saving by careful use He thought that the colliers had a very vague idea as to the employers' profits, and that Messrs. Briggs would lose nothing by publicity. He thought also that if the workmen were to be shown that the employers' interests and theirs were identical, a considerable sum might be gained in working, and that of this sum it would be only fair to give the workmen a portion (12,558, 12,648, 12,711–4).

The company commenced operations on the 1st July 1865 (12,559). Of the whole number of 10,000 shares, 9,770 have been allotted, and of these 6,450 are held by the original proprietors, 261 by clerks and men, 114 by

non-resident agents, 1,068 by customers, and 1,874 by the public. The shares are 15*l.* each, and 10*l.* has been paid up. They are now sold in open market at about 14*l.* 5*s.* to 14*l.* 10*s.*, or at 4*l.* 5*s.* to 4*l.* 10*s.* premium (12,692–8, 12,767–8). Of the 785 miners engaged underground in the several collieries 83, or one out of every 9½, are shareholders; of the 214 boys also employed underground none are shareholders; of the 204 workmen employed above ground 61, or one out of every 3⅓, are shareholders. The above-ground workmen earn smaller wages, and have, it may be noted, been free from union influence in any way; whereas the underground men, though not many of them are now connected with the union, have all their lives been under its influence (12,690–1).

The directors of the company, who are seven in number, are elected annually by the shareholders. The qualification for a director (except in the case of workmen, none of whom are as yet on the board) is 50 shares (12,754–8).

The amount of capital which was fixed was based on the valuation of the pits and plant as it stood in Messrs. Briggs' books. For two years before the formation of the company only 5 per cent. was realized upon the capital invested. During the first year's working under the company 12 per cent. was paid as dividend to the shareholders, and 2 per cent. assigned to the bonus fund for labour; and in the second year 13 per cent. was paid to the shareholders, and 3 per cent. to the bonus fund. In the first year 1,800*l.*, and in the second year 2,700*l.* was the amount allotted to bonus. In the first year the workmen holding shares received 10 per cent. on their earnings, and the workmen who were not shareholders 5 per cent.; in the second year the former received 12 per cent. and the latter 8 per cent. During the first year only 30 per cent. of the men qualified themselves to receive bonus, that is, took out books (provided for them at 1*d.* each) in which their wages should be entered in order that the amount of bonus might be reckoned, but in the second year 80 per cent. qualified themselves (12,561–81, 12,650–7). The articles of association do not bind the company to give any bonus whatever. The bonus has been continued for two years, and there is no wish to give it up (12,642). The whole of the profit which is realized is not divided. In the last year (ending 30th June 1867), which was remarkably prosperous, a net profit of 20,417*l.* was made, being equivalent to 207 per cent. upon the capital, and of this 8,000*l.* was carried to the reserve fund to provide for bonus in another year, if a bad year should come (12,658–62).

Messrs. Briggs retain the entire management of the concern; that is the same as it was before. The articles of association give a vote for every share, and so long, therefore, as Messrs. Briggs retain in their own hands the two-thirds of the shares which they now have they will have full control in the management. The working shareholders are content with this arrangement (12,565–7).

A committee of the workmen has been started, and this committee the managers meet occasionally, in order to obtain suggestions as to improvements in working (12,569).

The system introduced by Messrs. Briggs might, perhaps, be better described as a bonus system than as a co-operative system. It is quite clear that collieries worked on the strictly co-operative system, the men at work managing the concern for themselves, would not last a month: the men require to be educated up to such a plan; and Messrs. Briggs' system may in time give them the education (12,629–48). Moreover, it would be almost impossible in a colliery for the workmen to raise sufficient capital without the aid of capitalists. In a colliery employing 1,000 men, at least 100,000*l.* would in the West Yorkshire district be required as capital (12,768).

Upon Messrs. Briggs, as the original proprietors of the collieries, the effect of the new plan has been to give them practically more control than they had before, and upon the workmen to contribute to habits of providence and improvement generally, to increase the number of their children sent to school, and to lead them to work infinitely more smoothly with their employers (12,601–14, 12,685, 12,732–40). Since the establishment of the company there has been a decided improvement in the character of the workmen, an improvement which has been remarked by the rector of the parish. Out of nearly 1,000 men who have received bonus only two or three spent it badly—that is, they stayed away and were known to be drinking. These men were dismissed, and their dismissal received the strong approval of the other workmen (12,699–702). One effect of the new plan has been to put a stop to the "play days" which used to be frequently taken by the men on very frivolous pretexts, and which cost the employers 120*l.* to 150*l.* a day. Not only is there on a play day loss of trade, but also loss of wages of men who are necessarily kept at work in the mine, and of other expenses (12,707–19).

Customers of the collieries have been induced to take shares, and they exert themselves to keep up the amount of business done. The system has yet to be fully tried, and to do this seven years' experience will be necessary (12,663–76). For the last 20 years the average of the collieries have not, Mr. H. C. Briggs thinks, made more than 10 per cent. upon the capital invested, but he does not think that in the case of his own company the profits are likely to go below 10 per cent. (12,589–95, 12,673–4).

Both working shareholders and working non-shareholders receive a bonus, as already stated, but the former receive a larger proportion than the latter, and would object to receive an equal proportion only. The tendency among them is to take the side of the capitalists, and to become capitalists in their notions (12,596–600, 12,650, 12,657).

The witnesses do not think that the system of Messrs. Briggs is as applicable to other works as it is to collieries, because in collieries an unusually large proportion of the expenditure (85 per cent. as explained above) is of such a kind as to put it in the workmen's power to prevent waste (12,685–6). The system is probably applicable to those trades in which labour supplies the largest proportion of the cost of production. It is in those trades also that strikes are most frequent and most disastrous (12,720–74, 12,772–4).

Union delegates have spoken much against Messrs. Briggs' proceedings, but there has been no further interference by unions in the matter. Union men generally are in favour of the company. The delegates say that there are two black palls hanging over the district, and one of these is Messrs. Briggs's co-operative system. When the company was started in 1865, nearly all of the 550 coal hewers then employed were in the union; but now, out of the 785 hewers employed, probably about 40 only pay to the union. These 40 men are all at the Metheley colliery, which is in a hotbed of unionism, and their chief object in remaining on the union books is probably to keep on good terms with their neighbours (12,615–28, 12,666, 12,703–6). Nearly all those who were formerly the leading men in the union of the district are now in the employ of the company, having taken shares and set to working quietly. They have not been put in any special situations (12,678).

There is an accident fund in the collieries, and also a sick fund, which is separate from any union (12,617–9). Give further particulars respecting the plan adopted, and the attendant circumstances (12,728–53, 12,754–66, 12,755–80).

In carrying out the scheme no difficulty has as yet been experienced by reason of the present law of partnership (12,677–8).

Similar plans to the plan of Messrs. Briggs have been adopted by Messrs. Fox, Head, and Co. in the iron trade, by Messrs. Greening and Co., of Manchester, and by the Tabden Mills Cotton Company, but this company has not got into full operation. The iron trade has been very bad, and it is said that Messrs. Fox, Head, and Co. have not given any bonus to their workmen, not having made a profit of 10 per cent. Probably the bad state of trade has prevented their scheme having a fair chance. It may be that their refusal to admit any union men has caused the failure (12,582–4, 12,722–4).

Mr. ABRAM S. HEWITT (*of the firm of Cooper, Hewitt, and Co., Ironmasters, United States*): *Abram S. Hewitt.*

28 March 1867. 16 July 1867. 22 Nov. 1867.

II. 1. IV. 17. V. 40.

Knows of only one co-operative establishment in America. It was established by workmen after a protracted strike in the ironfounders' trade, and has, he is told, been successful (3940-3, 6915-7). The law gives few facilities for the establishment of co-operative societies. The owner of a factory cannot divide profits with the men without making them his partners. Explains a scheme of co-operation which he thinks might be carried out with advantage if the legislature would sanction it (3944-51).

Has lately heard that a very large number of co-operative associations—both of capitalists with workmen, and of workmen alone—have been organized in the United States. Thinks that they will conform to English rather than continental patterns, and will be tested on a large scale (6947-60).

Mr. ARCHIBALD HOOD (*Manager of the White Hill Colliery, Lasswade, near Edinburgh*): *Archibald Hood.*

21 April 1868.

X. VII. 1.

No attempt has been made in Scotland to associate the working men with the proprietors of mines through a system of participation in the profits. Has himself suggested such a system to workmen, but they said they did

not see their way to the risk of losses. Co-operative provision stores have been very successfully introduced (14,156–78).

Rupert Kettle.

16 July 1867.

IV. 25.

Mr. RUPERT KETTLE (*Judge of the Worcestershire County Courts*):

Can give evidence only as to one co-operative society. It was started by working locksmiths, in consequence of a dispute which the masters refused to refer to arbitration. It is not registered as a limited liability company: it is a hand to mouth concern. The masters were endeavouring to stamp it out by underselling. At the witness's suggestion the workmen forming the society adopted a trade mark—the "Hand-in hand"—and aimed at securing a good name for quality for the Hand-in-hand locks, and he believes they are going on very well (7219–21).

Alexander Macdonald.

28 & 29 April 1868.
5 & 12 May 1868.

VII. 30, 38.
VIII. 27, 41.

Mr. ALEXANDER MACDONALD (*President of the Miners' National Association*):

In his opinion the system adopted by the Messrs. Briggs is a very excellent one, and would, if generally adopted, lead to a change of the relation between employers and employed and to the disappearance of disputes. The system has been brought before the council of the National Association, and the witness and another member were deputed to visit Messrs. Briggs's collieries and to inquire into the working of the system. He has found, by inquiry on the spot, that a great many of the objections to the system raised by the workmen are frivolous and the result of distrust engendered by former disputes (15,664–71).

James Matson.

6 Aug. 1867.

IV. 80.

Mr. JAMES MATSON (*Secretary of the Associated Carpenters and Joiners of Scotland*):

There are many co-operative provision stores about the country in Scotland; but on the whole the idea is not very prevalent. The masons of Edinburgh and Leith had a co-operative society, but whether it is still in existence the witness is not prepared to say (7913–17).

John Pickles, Joseph Pyrah, John Toft.

25 March 1868.

IX. 64, 59, 68.

Messrs. PICKLES, PYRAH, and TOFT (*Colliers in the employ of Henry Briggs, Son, and Co., Limited*):

Give particulars, as workmen employed at Messrs. Briggs's collieries both before and since the formation of the company, as to the state of affairs which formerly prevailed, as to the working of the scheme of industrial partnership which has been adopted, and as to the effects produced thereby (12,962–13,081, 12,781–961, 13,082–175).

X. MISCELLANEOUS MATTERS.

William Allan.

19 & 26 March 1867.
1 Aug. 1867.
1 July 1868.

I. 28, 33.
IV. 62.
X. 46.

Mr. WILLIAM ALLAN (*Secretary of the Amalgamated Society of Engineers*):

Thinks there is no cause for alarm on account of the introduction of foreign railway locomotives, or that there is reason to apprehend danger of competition at all. His confidence arises from the superiority of both English material and English workmen. Believes that the particular order referred to was sent abroad simply through personal influence; and also that much of the work required for the order was really executed in England and sent over to France (912–18, 935–8, 956, 997). Orders for engines have been given by the same railway company to English and Scotch firms since they received the French engines (918–9). Does not think that these orders have been taken at unremunerative prices (920–3).

The foreign machinery exhibited in 1862 was very inferior to the English: believes it will be so in the Exhibition of 1867 (997). The introduction of foreign machinery did not follow upon a general rise of wages in this country, but an advance of wages has followed the introduction of the machinery (936–7). English workmen are being sent to France every day, and obtain better wages there, receiving 2*l.* to 2*l.* 10*s.* a week, instead of probably 36*s.* here (914, 915, 939). Understands that French workmen receive about 5 francs a day, while English workmen receive 6*s.*; but believes that an Englishman does as much work in six days as a Frenchman in eight (940–942, 997). Believes that the increase which has taken place in France and Belgium within the last 10 years in the manufacture of locomotives and other engines is simply in the natural order of things (943). Trade societies are being established in both those countries rapidly, and they will tend to raise wages and so remove the fear of competition (996).

Cannot say whether much engineering work is now done abroad. Does not think that the society has felt that to be the case in want of work (700, 701).

Hears it said every day of the week that the interests of the employer and the employed are identical. Can scarcely see how that can be. It is the employer's interest to get the work done at as low a rate as possible, and that of the employed to get as high a rate of wages as possible; and these two things can never be reconciled (924).

The society did not take part, although requested to do so, in the international trades unions meeting which was held at Geneva; believing that the best thing the foreigners could do would be to organize themselves into trade societies as in England, and to endeavour to get their wages up to the English rate, and that then trade questions could be discussed with them (996).

The society took no part in the recent Trades Conference in London, refusing to connect themselves with it because some of the conveners of the conference do not belong to any trade society, and the members of the society are determined not to identify themselves with parties who do not belong to unions (998).

Thinks that the London Trades Council, to which the society belongs, is not increasing. It is composed of delegates from various trades, and is a purely deliberative body, having for its object the care of working men's interests generally (1001–8).

Prizes have been offered and awarded by trade societies for essays on the subjects of overtime and the investment of money (1013).

Thinks there is no cause for alarm, by reason of recent decisions at law with respect to funds invested in the Post Office Savings Bank, for which the society has now as much security as before. The case is different with respect to funds in treasurers' hands from time to time (661–2). When the decision became known a deputation from the society waited on Mr. Walpole, to request him to put the case before the law officers of the Crown; but he declined to do so. The society then thought it better to wait for the result of the Commission, and to have proper legislation on the subject (823). Believes that the decision is quite contrary to law (820). If the society's rules were recognized by law, would have no objection to deposit the annual accounts with the Registrar of Friendly Societies (663–4).

There is a great distinction between those trades unions which exist largely and combine with their purposes benefits, and those of which the subscription is small and which are mainly engaged in maintaining trade privileges, the former being insurance societies in a very prominent degree. Considers that the present state of the law presses more hardly upon the former class of societies, which have large funds for insurance purposes, than upon the latter class, which exist mainly to interfere in trade disputes and have no reserve funds to any great extent; but it affects more or less all societies, whether rich or poor (815–21).

Explains at length the circumstances, so far as the Amalgamated Engineers' Society is concerned, under which the 44th section of the Friendly Societies Act was introduced into the Act, and the grounds on which the society believed that thereunder they were entitled to the protection of the law (7473–504).

Robert Applegarth.

18 March 1867.
9 & 23 July 1867.
1 Aug. 1867.

I. 1.
IV. 4, 42, 61.

Mr. ROBERT APPLEGARTH (*Secretary of the Amalgamated Society of Carpenters and Joiners*):

Two magistrates' decisions affecting the society have been given since the beginning of 1867. The Hull magistrates on February 8 (following the precedent of a previous decision as to a boilermakers' society at Bradford) decided that the society was not a purely benevolent association, one of its objects being to support its members when on strike, and that it was not entitled, therefore, to the benefit of the 44th section of the Friendly Societies' Act. There was only one rule—that by which workmen leaving "their employment under circumstances satis-

A. DIGEST OF EVIDENCE.

X. Miscellaneous Matters.

factory to the branch or executive council," are entitled to 15*s.* a week—which has in reality any reference to strikes. The Hull magistrates held to be in restraint of trade another rule which under certain circumstances requires a member to have received for a given time "the average rate of wages in the town;" but this rule is so framed only to prevent imposture by members out of work when claiming relief. A like decision, resting on the same two rules, was given at Bradford on February 15. The society applied for a case to the Court of Queen's Bench, and the application was refused. Gives particulars as to the cases in which the decisions were given (26–54).

Does not think that the importation of manufactured woodwork has interfered with the trade at home, or that it is likely to do so (154–61). If the work were better or cheaper than English work, would not oppose its introduction (159). No unions have, to his knowledge, opposed its introduction, or the introduction of machinery (295–6). Has no reason to think that foreign work is of inferior character (283–92).

For himself and the society, can say that all they ask is that their funds may be protected from embezzlement, and that the society, as a proprietor, may have the ordinary rights of a proprietor: they do not ask for legal powers to enforce their rules. Believes he can say the same for all the large organizations throughout the country (6626–45). Would willingly consent to the closest inspection of accounts by a public officer as a condition of legalization (6706–27).

Edmund Ashworth.

5 June 1867.

III. 15.

Mr. EDMUND ASHWORTH (*Chairman of the Building Committee, Manchester Assize Courts*):

The non-union man decidedly requires greater legal protection than he now has, so as to be free to do what he likes with his labour; and the non-union master requires legal protection too (4375–6). Can only suggest a closer construction of "intimidation." The French make a closer construction than any of our magistrates dare make. By that construction it is held that "every threat of "prohibition of work that aims at impeding the personal "freedom of any one" should be punished. It is not necessary that violence, blows, &c., accompany the act to constitute a threat. The word "must be interpreted in a "natural sense—that is to say, in the sense of every kind "of intimidation and restraint of a nature to force work-"men to enter into a combination in spite of themselves, "and contrary to their interests." Thinks that the French code to which he refers points out a basis for the improvement of our law. No interpretation of intimidation could prevent a union of bricklayers refusing, as a certain union did refuse, to lay bricks carted by men who were obnoxious to them; and yet such a refusal was sufficient to prevent certain carters of Manchester using their horses and carts there (4364–6, 4377).

Joseph Barlow.

26 June 1867.

III. 74.

Mr. JOSEPH BARLOW (*Master Brickmaker, Droylsden, near Manchester*):

Specifies acts of outrage—such as attempts to blow up premises, hamstringing a horse, mixing needles in clay, destroying bricks—which have been directed against himself or others, and which have been to all appearances perpetrated by trades unions (5854–6, 5870–920, 5925–33, 5958–68, 6031–50).

Thomas Connolly.

2 April 1867.

I. 52.

Mr. THOMAS CONOLLY (*Member of the Friendly Society of Operative Stonemasons*):

Believes that if trade societies were recognized in law, and allowed to possess property as corporate bodies, buildings would be erected for the transaction of business which is now carried on at public houses. The morals of the men would be thereby improved, and their deliberations made more thoughtful. The buildings would be available also for purposes of recreation. Nothing would be more advantageous to trade societies than the means of meeting elsewhere than in public-houses (1395).

In 1840 frauds were committed upon the society to the extent of 640*l.* If the law were to protect the funds of such societies, it would remove what are considered coercive acts: men would not be fined, for instance, for committing frauds if the power of committing them was removed (1367).

Edwin Coulson.

2 April 1867.

I. 55.

Mr. EDWIN COULSON (*Seccretary of the Operative Bricklayers' Society*):

Believes that as a general rule the work of the last century was better than that of the present. Men have no encouragement to do work as well as it might be done. Materials are as good, and in some cases superior, but work is inferior for the want of honesty in executing it (1553–63). Can point out new houses in which, instead of the proper number of about 70,000 sound bricks, only 20,000 or 30,000 will be found, "pockets" or empty spaces in the brickwork—14 inches square, or 14 inches by 9 inches—being left here and there, and the foundations being filled in with portions of old foundations which have been broken up and carted thither (1563–4; 1573–83). These rogueries are practised in day work, and with the knowledge of the employer. The working bricklayers do not profit by them, nor is the matter affected one way or the other by anything done by the union (1578–87). The cause of such practices is the desire to erect houses as cheap as possible; they are simply erected to sell, and quantity, not quality, is wanted (1585–7).

Bricks are now made by machinery, and are superior to those made a few years ago. Men do not object to bricks made by machinery. So far as the London district is concerned, it is untrue that a patentee has been ruined by his bricks not being accepted by the men; nor does the witness know of their being rejected in any other district (1435–8, 1565–7).

Robert Danter.

1 Aug. 1867.

IV. 74.

Mr. ROBERT S. DANTER (*Member of the Amalgamated Society of Engineers*):

Immediately after the "Hereford Street outrage" at Sheffield, the witness and Mr. Odger were deputed by the Council of the Amalgamated Engineers' Society and by the London Trades Council respectively to make inquiries at Sheffield, in order to ascertain whether trade societies were in any way connected with that outrage. They made careful inquiries of Broadhead and others, unionists and non-unionists, but they were unable to trace the outrage to any trade society, and reported accordingly. They found, however, to their great astonishment, as well as to that of many Sheffield unionists, that it was the practice of Broadhead's and certain other societies to pay for rattening (7595–612). They did not examine the accounts of those societies who they discovered had been thus paying (7610). An abstract of the report which was made was sent to the newspapers (7603-4). From the conduct of Fearnehough, whose house in Hereford Street was blown up, and who said he believed Broadhead knew all about it, witness thought there was ground for suspecting that he himself had blown his house up, or that some one whom he had privately injured had done it. The conduct of Broadhead while the witness was in Sheffield so deceived him that he was led to believe that so far as the Hereford Street outrage went Broadhead was an injured man (7616–25).

George Harrop.

25 June 1867.

III. 57.

Mr. GEORGE HARROP (*Inspector of Police, Droylsden, near Manchester*):

Gives particulars of several acts of outrage in connection with the brickmaking trade which have come under his cognizance. On the 28th June 1862 a body of eight men, six of whom were proved to be union men, destroyed 8,000 bricks at the brickcroft of Mr. Clifford, Staleybridge, by whom non-union men were employed. On their return home they were encountered by the witness and another constable, named Jump, who was killed in the affray that ensued. One of them, a man named Ward, was afterwards tried and executed for the murder, and another named Burke transported for life for shooting at the witness with intent to murder. By the last named a long confession was made implicating others in the outrage at the brickcroft, but for want of evidence no conviction was obtained, some of those who were implicated having absconded. Nothing transpired to show that the outrage had been directed by a trade unions. Mr. Clifford has had his bricks destroyed many a time, and once since the outrage here referred to (5351-75). Two members of the brickmakers' union—John Barlow (the secretary) and Thomas Harrison—were employed after the outrage in going round the country to collect evidence for the defence of the prisoners. Believes that they could now give evidence as to the connexion between the outrage and the union (5438–42).

In January 1861 five men entered at night the yard of Mr. Hobson, a brickmaker of Ashton, but they were driven off before they had done any damage (5376–8).

On the 25th of November 1861 two bottles filled with at least half-a-pound of blasting powder, naphtha, and slugs, were thrown into two rooms—one a bedroom in which persons were sleeping—of the house of Mr. Tetlow,

a brickmaker in a small way at Hurst, near Ashton-under-Lyne. The members of his own family worked with himself at brickmaking, and the union men had wished him to employ some of their number. No notice was sent to him before the outrage. Since then he has had his bricks destroyed, and needles thrown in among the bricks. Believes that these have been thrown in by the union men for no other reason than because he does not employ them (5379–402).

In November 1860 a brickmaker named Rogers, having a dispute with his men which led to the employment of non-unionists, set a watchman over his yard at night. On one occasion the yard was entered by four or five men, by whom the watchman was fired at with a pistol, and wounded in the head; the men escaped and could not afterwards be found (5403–10).

Bottles loaded with powder have also been thrown at the windows of a Mr. Barlow, brickmaker, of the Ashton-under-Lyne district, with whom the union men have the grievance that he wishes to send his bricks for sale out of his own district into the Manchester district (5411–12).

Has known no cases of trade outrage in his district besides those of the brickmakers.

Abram S. Hewitt.

28 May 1867.
16 July 1867.
22 Nov. 1867.

II. I.
IV. 17.
V. 40.

Mr. ABRAM S. HEWITT (*of the firm of Cooper, Hewitt, & Co., Ironmasters, United States*):

Describes the work in which women are engaged in ironworks in Wales, work in which he as an employer could not consent to employ women. Does not say that it derogates from their physical vigour, but that it tends to break up the family (3778–84).

Should think that on the whole the labouring people of America live in a more comfortable condition than the same class here, and that they are more given to extravagance (3844–52).

Gives particulars respecting the American law as regards intimidation, restraint of trade, contracts of service, and contracts generally (3902–39).

The general conclusion on the question of labour at which he has arrived is, that the effort to produce commodities at the lowest possible cost, in Europe generally, has led to the employment of juvenile and female labour to an extent and in a manner not consistent with the laws of humanity; that the production of cheap goods has thus been secured at too great a sacrifice; and that against this state of things there now seems to be in England an instinctive rebellion, among both the enlightened and the ignorant. In countries where the men alone work out of the household, the use of female and juvenile labour is a leading argument against free trade (6855).

Explains his views on the subject of industrial education and the employment of children, and gives the result of his experience in the United States (6877–90; 6964–79).

Describes the proceedings of a body of iron miners in New Jersey, who, having struck without notice of any kind to obtain higher wages, marched in bodies of 1,500 or 2,000 from mine to mine calling out the miners, until in 48 hours 18 or 19 mines were stopped. The only acts of violence committed by them were compelling drivers of teams carrying ore to the furnaces to leave their loads on the highway, and filling up with ore for a considerable distance the canal used for the passage of ore. By the aid of the military the men were overawed and returned to work. They were mostly Irishmen (3811–4).

Rupert Kettle.

16 July 1867.

IV. 25.

Mr. RUPERT KETTLE (*Judge of the Worcestershire County Courts*):

Believes that the present state of the law is sufficient to carry out a system of arbitration effectually, but suggests alterations as to the proceedings in the county court (7192). Lord St. Leonards's bill is rather too elaborate for small societies; it may extend Acts of Parliament, but does not alter the common law of England (7197, 7202).

Robert Last.

9 April 1867.

I. 87.

Mr. ROBERT LAST (*General Secretary of the Friendly Society of Operative House Carpenters and Joiners*):

The employers in the Midland counties, where the discharge note was introduced, were members of an association formed at that time (2531), who bound themselves not to employ members of the society (2536), neither would they allow material to be supplied by any employer of labour who did not belong to the association (2337).

Witness has never seen any foreign joiners' work, nor heard of its being used (2542–4). Witness has made inquiries of workmen and employers, but could not hear of it; if it has been shipped abroad believes it is on board ship now. Believes that if it has come it is of very inferior quality (2567–70).

Alexander Macdonald.

28 & 29 April 1868.
5 & 12 May 1868.

VII 30, 38.
VIII. 27, 41.

Mr. ALEXANDER MACDONALD (*President of the Miners' National Association*):

Gives particulars of his own history. Began to work in the mines (in which he worked continually 16 years) when he was eight years of age. In the last three years of his working there he worked throughout the summer and attended Glasgow university during the winter, paying the cost of his fees and books, and supporting himself from his savings. On leaving the university he became a teacher for some years, and on being requested by the miners to take part with them he became their agent. Is not dependent on the payment he receives from the association. Is now and then engaged in business, in which he has accumulated some money, and has devoted himself to the work of miners' agent from having felt the wrongs of his class (15,246–55, 15,312–26, 15,562–82).

Thomas Piper.

30 April 1867.

I. 92.

Mr. THOMAS PIPER (*Secretary of the London Master Builders' Society*):

With regard to the practice of leaving "pockets," it is proper in certain cases to leave them, and even better to do so than to put solid brickwork. The society has no knowledge of any of its members causing them to be improperly left, nor does it take any action with reference to the practice. If a clerk of the works does his duty they cannot be left, but over buildings erected by speculative firms there are no clerks of works (2705–14).

Believes that there has been a falling off in the skill and industry of workmen, and that it is partly owing to the consolidation of branches of the trade under single firms, in which from time to time there has been manifest a want of skill in some particular branch, so that want of skill in employers has led to want of skill in the employed (2652–3).

The general feeling of the society has been that deputations appointed by the unions are objectionable, that workmen in the several shops should send their own deputations to their employers (2680–4).

Has seen some of the foreign timber work which has lately been imported. Considers it would be exceedingly well adapted for the inferior class of houses. It has not as yet so come in as to give unions an opportunity of objecting to it (2715–8).

George Potter.

19 March 1867.

I. 16.

Mr. GEORGE POTTER (*President of the London Working Men's Association, and Member of the Progressive Society of Carpenters and Joiners*):

Thinks that if a society has no rules that are criminal, or that contain anything illegal according to statute, it ought to be a legal society (411). Thinks that societies' rules are sometimes improperly certified (413–16). A workmen's committee has been formed to obtain a change in the law of master and servant (521).

John C. Proudfoot.

6 Aug. 1867.

IV. 88.

Mr. JOHN C. PROUDFOOT (*Secretary of the Trades' Council of Glasgow*):

Thinks that trades unions should receive the same protection by law as benefit societies; that the funds which are legitimately collected should be protected; and that the unions should be incorporated, so as to be able to sue and be sued, but not to have power to compel a member to remain longer than he chose, or to sue him for contributions when in arrears (8142–5).

Thomas Prowse.

1 Aug. 1867.

IV. 75.

Mr. THOMAS PROWSE (*formerly a Member of the Stonemasons' Society*):

A law should be passed to make it criminal to compel a man to join a union. The same feeling exists amongst many other men (7686).

Robert Richmond.

18 June 1867.

III. 35.

Mr. ROBERT RICHMOND (*Inspector, Manchester Division of the Lancashire County Police*):

In his experience of more than 21 years has seen that where trade disputes arise damage follows. Gives

particulars respecting three outrages in the brickmaking trade which have come under his notice (4768–72).

On the 26th of April 1862 a body of about 20 men armed with picks and other weapons entered the brickcroft of Mr. Edward Smith at Rusholme, their object being, it was believed, to get at a building close by where machine-made bricks were used, but they were dispersed after a stout resistance by the police. Hand-made bricks to the amount of 1*l.* were destroyed in Mr. Smith's croft by their entry, and these were afterwards made good by the union men in Mr. Smith's employ (4735–8). In this case two men were apprehended, and discharged for want of evidence (4785).

On the 2nd August 1864 a brickmaker, named Thomas Wyld, was attacked by six men when at his work at a late hour in the night at a brickcroft at Reddish. His right arm was broken, and he received a cut under the right eye, as well as blows about his shoulders and legs. He, with two other union men, had gone to work with non-union men at a brickfield from which the body of union men had withdrawn on a dispute as to wages. Two brickmakers, who were members of a union, were apprehended, and were sentenced by Mr. Justice Blackburne to 20 years' penal servitude (which has since been commuted), the offence being proved to be a trade outrage. The witness has since seen Wyld working in Manchester under another name with non-union men, being, according to his own statement, in bodily fear (4739–46, 4786–7).

On the night of the 15th June 1867, at which time a dispute existed between the Manchester and Stockport unions of brickmakers, arising out of a question of boundaries, 47,000 bricks were destroyed in a brickyard at Heaton Mersey, and 30,000 in another at Didsbury, the bricks being thrown down and trampled upon. A body of 20 men, by whom it was believed that the outrages had been committed, were seen at several places, but not arrested (4759–67).

Refers to the murder of police-constable Jump at Smallshowfould, of which particulars are given by Inspector Harrop in his evidence (4789–96).

Complaints are frequently made to the police of bricks being destroyed, with the view of detecting the parties who have committed the damage. In but few cases do the police succeed in detecting them. When men are apprehended it is a very difficult matter to get a conviction (4801–8; 4842). Beyond general suspicion, has no means of knowing, when bricks are destroyed, whether they are destroyed by the union or not (4843). Does not know of any instance in which the destruction of bricks has been accounted for on any other ground than that of trade disputes, which take place for the most part between the masters and men of one district and those of another, the brickmakers of each district desiring to have a monopoly. The masters, who are generally men who have served their time to brickmaking, are governed by brickmakers' rules, not by their own (4823–41). Has not known outrages to be perpetrated in connexion with any other trade than brickmaking in his own district, where building and brickmaking form the principal employment of the people; but has heard of cases in other trades occurring in places out of his district (4809–17, 4821–2).

Mr. George Smith (*of the firm of Smith and Taylor, Contractors for the new India and Foreign Offices*): *George Smith.*

30 April 1867.

I. 100.

With regard to the statements made by Mr. Coulson as to dishonourable practices in the erection of the new Foreign Office building, states that he has taken every means to ascertain whether Mr. Coulson was ever employed upon the building, and has found that if he were he was employed under a feigned name. His assertions must therefore be from hearsay and not from personal knowledge, unless he has indeed been there under a feigned name (2764). Denies the truth of his statements, and explains at length the mode in which the work at the building has been carried on (2765–819).

With regard to the inferior building work said to abound in London, the witness believes that the work is not worse than it has been, and that the interest of the lessor of the building lease should be sufficient to provide a check against the scamping of work (2856–7).

Mr. Charles Williams (*General Secretary of the National Association of Operative Plasterers*): *Charles Williams.*

2 April 1867.

I. 66.

An association of master plasterers exists in the Northern district, whose rules require its members to encourage the employment of non-society men, to forward to other masters the names of all men on strike, to help each other in case of strike, and also forbid them under penalty to employ each other's men on strike, after notice. These rules have been carried out in practice, and workmen have been dismissed by employers on the latter discovering that they had previously been on strike. The rules of the masters' association lay down that it shall "by all legal and fair means endeavour to "bring to a speedy termination the unjust influence and "mischievous action" of the workmen's association (1856–64).

Mr. James Wilson (*Member of the Leeds Branch of the General Builders' Association*): *James Wilson.*

18 June 1867.

III. 21.

Complains that the arbitrary action of unions interferes with the calculation of contractors (4453–79). A strike clause, which enables a contractor to suspend work during the continuance of a strike, but not to abandon or alter his contract in the event of a rise of wages following it, is sometimes inserted in contracts, but it is not a sufficient protection. A contractor may sometimes, but cannot always, add to his price with a view to the intervention of strikes (4700–22).

Reads a statement adopted by a meeting of the employers in Leeds in April 1867, defining the principles they desire to recognize and adopt, especially as regards the action of trades unions (4572).

B.

SHEFFIELD INQUIRY REPORT.

REPORT presented to the TRADES UNIONS COMMISSIONERS by the EXAMINERS appointed to inquire into ACTS of INTIMIDATION, OUTRAGE, or WRONG alleged to have been PROMOTED, ENCOURAGED, or CONNIVED at by TRADES UNIONS in the TOWN of SHEFFIELD. (Trades Union Commission Act, 30 Vict. c. 8.)

SIR WILLIAM ERLE, MY LORDS AND GENTLEMEN—

WE received our appointment as Examiners under the "Trades Union Commission Act, 1867," on the 23rd day of May 1867. We at once caused advertisements to be inserted in the Sheffield papers and placards to be posted throughout the town, notifying our appointment, and requesting all persons who could give information on the subject of our inquiry to communicate with Mr. J. E. Barker, our secretary, and to receive his instructions. We have much pleasure in expressing our perfect satisfaction with the manner in which that gentleman discharged his duties. We have derived great assistance from him during the whole of our inquiry.

The Mayor and Corporation of Sheffield kindly offered the use of their Council Hall, and there we commenced our inquiry on the 3rd June 1867, and continued it, with a few short adjournments, until its close on the 7th July. We wish to express our thanks to the Watch Committee for having placed at our disposal a body of policemen, who were of great service in maintaining order and in serving our summonses. We also desire to acknowledge the great aid we received from Mr. Jackson, the Chief Constable of the borough of Sheffield, to whom we are in no small degree indebted for whatever success has attended our inquiry.

With a view to our inquiry, an association of masters had been formed, and we found on our arrival in Sheffield that Mr. John Chambers, who acted on their behalf, had collected a number of cases for our investigation. A "Defence Committee," to protect the interests of the unions, had also been formed, and Mr. Sugg, solicitor, appeared for them. We examined all the witnesses ourselves, and at the close of our examination we put to each of them any questions suggested to us either by Mr. Chambers or Mr. Sugg.

The first subject which engaged our attention was that of "rattening." Rattening is a mode of enforcing payment of contributions to and compliance with the rules of the union. The wheel-bands, tools, and other materials of a workman are taken and held in pledge until he has satisfied the society by payment of his arrears, or by submitting to the rules which he has infringed. At first it was denied that the unions connived at this practice, but we had not proceeded far with our investigation, before it was admitted on all hands that rattening had been for a long time prevalent in the grinding trades, and in all trades connected with them.

It is fair to the unions to say, that in the majority of cases where the demands of the union have been complied with, and a payment of a small sum for the expenses of rattening has been made, the property taken has been restored.

Rattening is always done in the interests of the union, and very commonly by the direction of the secretary, who negotiates with the party rattened for the restitution of his property. In some cases a member of the union, without express authority, rattens another member who is known to have incurred the displeasure of the society, and takes his chance of having his act adopted by the union.

Recourse is seldom had to the police to recover property so taken away, but application is almost always made to the secretary of the union immediately upon the loss of tools, &c., being discovered.

The practice of rattening is well known to be illegal, and persons detected in illegally taking away property have frequently been convicted and punished. The excuse offered by the unions for this system is, that, in the absence of legal powers, rattening affords the most ready means of enforcing payment of contributions and obedience to the rules of the union.

Many articles of Sheffield manufacture require for their completion the labour of various classes of workmen. For example, the manufacture of a saw requires the work of the saw grinders, the saw makers, and the saw handle makers. All these workmen form separate branches of the saw trade and are in separate unions. These unions are, however, all amalgamated together for mutual support. In case of default by any member of any of the branches, or in case of a dispute with the masters, as the grinders' tools are the most easily abstracted, and as stopping the grinding stops the whole saw trade, the course commonly adopted is to ratten the grinders, although the dispute may be with the saw makers or saw handle makers, and on the matter being arranged, the other branches indemnify the grinders for their loss of time and for the expenses incurred. An attempt is often successfully made to saddle the whole cost of the rattening, as well as the cost of supporting the men while out of employment, upon the master, even where he is no party to the dispute, on the ground that he ought to have compelled his workmen to comply with the rules of the union.

The system of rattening has generally proved successful in effecting its object. If, however, the person rattened continues refractory, he commonly receives an anonymous letter warning him of the consequences of his obstinacy. If this warning is disregarded, recourse has been had to acts of outrage, the nature of which will be understood from a perusal of the cases actually investigated by us.

The following cases, as they affect each union, are taken in the order of time of their occurrence.

THE SAW GRINDERS' UNION.

1853. (30 Vict. c. 8. s. 2.)

The earliest case is that of *Elisha Parker*, into which we inquired with the written sanction of Her Majesty's Principal Secretary of State for the Home Department.

Elisha Parker is a saw grinder living at Dore, about five miles from Sheffield. In the year 1853 Parker was working for Messrs. Newbould, who employed two non-union men, and he was repeatedly required by the union to discontinue working for Messrs. Newbould; this he refused to do.

In July of the same year a horse of Parker's was found hamstrung in a field where it had been grazing, and it had to be killed. Broadhead, the secretary of the Saw Grinders' Union, confessed that he had hired three members of the Saw Grinders' Union (Elijah Smith, John Taylor, and Phineas Dean) to commit this outrage.

1854, March

Some gunpowder was laid in the night time at Parker's door and exploded, but the explosion did but little damage. A few minutes later there was an explosion of gunpowder in the house of another man, one Bishop, a saw maker, who lived at a little distance from Parker, and who had apprenticed a son to the saw handle makers' trade. The evidence was not satisfactory as to who did these acts, but we have no doubt they arose from trade disputes.

1854, Whit-Sunday.

About 11 o'clock at night, Parker was roused by the noise of stones being thrown on the roof of his house. He took a double-barrelled gun, which he kept for his protection, and went out. Immediately on getting outside his door, a gun was fired at him from a plantation on the opposite side of the road about 20 yards off. He advanced a little into the road, when a second shot was fired, and Parker was wounded with small shot in the left arm and neck. A third shot was then fired which hit Parker's right arm and knocked him down. The right arm has been disabled up to the present time. At least two men were engaged in this outrage. One of them, John Hall, was hired to do it by one George Peace, a member of the Saw Grinders' Union, at the instigation of Broadhead, who found the money out of the funds of the union. Peace was a neighbour of Parker's, and had no quarrel with him, and described himself as being at the time a farmer, saw grinder, and colliery master.

Hall was sent to America soon after the occurrence, the funds for his voyage being provided by Broadhead.

1857, November 12th.

James Linley, who formerly had been a scissor grinder, had shortly before this period become a saw grinder, and kept a number of apprentices, in defiance of the rules of the Saw Grinders' Union.

He was shot by Samuel Crookes with an air gun on November 12th 1857, at the instigation of Broadhead, in a house in Nursery Street, and was slightly wounded.

B. SHEFFIELD INQUIRY REPORT.

1859, January 11th. 1859, August 1st.

James Linley was lodging with his brother-in-law Samuel Poole, a butcher, whose wife and family were living in the same house. Crookes, at the instigation of Broadhead, threw into Poole's house a can of gunpowder, which exploded and did some damage to the shop, but hurt no one.

Crookes and Hallam tracked Linley from house to house nearly every day for five or six weeks, intending to shoot him. On the 1st August they found him sitting in a public-house in Scotland Street, in a room full of people, the windows of which opened into a back yard, and from that yard Crookes shot Linley with an air gun. The shot struck him on the side of the head, and he died from the effects of the injury in the following February. Crookes and Hallam were hired by Broadhead to shoot Linley.

1859 May 24th.

Samuel Baxter, of Loxley, was a saw grinder, but "kept aloof from the trade." Crookes and Needham, at the instigation of Broadhead, put down the chimney of his house a can of gunpowder, which they exploded; no one was hurt by the explosion.

1859, October 18th.

Joseph Helliwell was not a member of the union, and had not been brought up to the trade of a saw grinder. On the 18th October 1859, he was working at saw grinding for Joseph Wilson (who refused to employ union men), and he was blown up by the explosion of gunpowder, which was ignited by the sparks from his glazier when he began to work. Broadhead gave three cans of gunpowder to Dennis Clark to blow up Helliwell, and Clark and Shaw placed half a can of powder in Helliwell's trough. Helliwell was blind for nearly a fortnight, and it was a month before he was able to resume work.

1859, November 24th.

Joseph Wilson, master of the above-named Joseph Helliwell, had "set the trade at defiance," and had determined not to employ anyone connected with the union.

On the night of the 24th November 1859, Wilson's house, in which his wife and family were asleep, was blown up by the explosion of a can (containing a quart of gunpowder) in the cellar, under the children's room; no one was hurt, but great injury was done to the house and furniture. Broadhead employed Crookes to commit this outrage.

Shortly after this time, but the exact date was not proved, an unsuccessful attempt was made by Crookes, at the instigation of Broadhead, to blow down a chimney of Messrs. Firths. Messrs. Firths had at the time two non-union men in their employment named John Helliwell and Samuel Baxter.

1859, December.

John Helliwell had left the union and took discounts, *i.e.* worked for less than the scale of prices regulated by the union, and had more apprentices than were allowed by their rules.

Crookes and Hallam, at the instigation of Broadhead, watched for Helliwell on several occasions, on the Midland Railway, in order to shoot him while at his work at Messrs. Firths. They were, however, misinformed as to the place where he worked and failed to find him. Before they had succeeded in their object they were requested by Broadhead to let Helliwell alone for the present, as there was "a job to be done" at Messrs. Wheatman and Smith's, which was of a more pressing character.

1860, January 17th.

Messrs. Wheatman and Smith had introduced machinery for grinding saws, to the detriment, as Broadhead conceived, of hand labour. Broadhead gave Crookes 2*l.* to purchase gunpowder, in order to blow down Messrs. Wheatman and Smith's chimney. Crookes and Hallam bought 24 pounds of powder, placed it in a can strengthened by a lash line wound tightly round it, and attached a fuse to it. They at first intended to place it in the chimney, and went on several nights to find an opportunity, but owing sometimes to the workmen being about, and at other times to the chimney being too hot, they were unable to do so. Ultimately they placed the powder in a drain in the neighbourhood of the chimney, and exploded it, and the explosion caused considerable damage.

1861, December 1st.

Harry Holdsworth did not acknowledge the union, and refused to discharge one Jonathan Crapper, a saw grinder, who had a dispute with the union, and employed some jobbing grinders who did not contribute to the union. In October and November 1861 he received several threatening letters. On the night of December 1st 1861, a can of gunpowder was exploded in the cellar under his warehouse, which did damage to the building to the amount of 100*l.*

In the year 1861 the Jobbing Grinders' Union was associated with the other three branches of the saw trade, and Joseph Hoyle was their secretary. Broadhead applied to him to compel the non-union jobbing grinders to join the union, and Hoyle consented to their being rattened, and agreed to bear his share of the expense, which he stated he believed would be about 10*s.* The men were not rattened, but Holdsworth's warehouse was blown up, and after the committal of this outrage Broadhead applied to Hoyle for 6*l.* as his share of the expense. Hoyle obtained the 6*l.* from the committee of the union, but denied that he had authorized the blowing up, and he stated that in consequence of this circumstance his own union had withdrawn from the amalgamation on the first convenient opportunity. Their secession from the amalgamation, however, did not occur till three years afterwards, and we report that this outrage was promoted and encouraged by the Saw Grinders' and Jobbing Grinders' Unions.

1863, June 7th.

Messrs. Reaney were the owners of a wheel in the Park, and Thomas Fearnehough, who was obnoxious to the trade, was working there; Crookes, at the instigation of Broadhead, attempted to blow up this wheel and failed.

1866, October 8th.

Thomas Fearnehough, a saw grinder, had long been obnoxious to the union. Having been a member of the union, he left it eight years ago, and shortly after joined again from fear of bodily harm. In 1865 he left the union a second time, and never rejoined it. He had been in the habit of working on his own tools instead of his master's (which was against the rules of the union), and at the time of this outrage he was working for Messrs. Slack, Sellars, and Co., who had a dispute with the saw handle makers. The saw grinders had in consequence been withdrawn, but Fearnehough had, notwithstanding the withdrawal of the grinders, persisted in working for the firm. Messrs. Slack, Sellars, and Co., aware of the danger which Fearnehough incurred by working for them, took power for him at Messrs. Butchers' wheel, to which there was no access except through a covered gateway which was carefully guarded. Fearnehough was therefore safe from being rattened.

Two or three months before October 1866, Henry Skidmore, secretary of the Saw Makers' Society, and Joseph Barker, secretary of the Saw Handle Makers' Society, called on Broadhead, and represented to him that Fearnehough was working for Slack, Sellars, and Co., and thereby injuring the trade, and asked him "if something could not be done at him to stop his working." They were aware that he could not be rattened at Butchers' wheel, but no plan was laid down by them by which Fearnehough was to be coerced, although they agreed to bear their share of the expense of compelling him to submit to the union. On the 8th October 1866 a can of gunpowder was exploded in the cellar under Fearnehough's house in New Hereford Street, in which he was then living with his family, consisting of two sons and a daughter. No one was hurt, but great damage was done to the house. Samuel Crookes was hired by Broadhead to commit this outrage, and was assisted by Joseph Copley, a member of the Saw Grinders' Union. A day or two after this occurrence, Barker and Skidmore, with the knowledge of Thomas Smith, secretary of the Saw Makers' Union, paid Broadhead 7*l.* 10*s.*, the share of each union for the expense of committing the outrage. Joseph Barker found the money (the Saw Handle Makers' Union being then 18*l.* in debt to the Saw Makers' Union), and Smith credited Barker with the amount in the books of the Saw Makers' Union. The entry of this amount was passed over by the auditors without inquiry in the December following; this could not have been done if the audit had been carefully and honestly conducted.

A reward of 1,100*l.* offered for the detection of the perpetrators failed to elicit any information,

The fact of these outrages having been done in the interest of the trade was well known to the union, and although in one or two instances individual members had protested against them, yet nothing like an investigation had been demanded, nor had there been any general vote of condemnation of these acts until the case of Fearnehough occurred, when public indignation was aroused, and then the outrage was denounced, and a reward was offered by the union for the detection of the offenders. The whole of the above offences were directed by Broadhead, and sums amounting to nearly 200*l.* had been taken by him out of the funds of the union to pay the parties who committed them. Although these acts were not proved to have been directly authorized by the union, there must have been a knowledge, or at all events a well-grounded belief, amongst its members that they were done, not only in the interests of their society, but through the agency of some one or more of their governing body, and we report that all the above outrages were promoted, encouraged, and connived at by the Saw Grinders' Union; and that the "Hereford Street outrage" was promoted and encouraged by the Saw Grinders', Saw Makers', and Saw Handle Makers' Unions.

The following members of the Saw Grinders' Union have been engaged in the concerting or perpetration of outrages:—

Broadhead, William.	Hallam, James.
Clark, Dennis.	Peace, George.
Copley, Joseph.	Shaw, George.
Crookes, Samuel.	Smith, Elijah (dead).
Dean, Phineas (dead).	Taylor, John (dead).

The File Grinders' Union.

1857, April 25th. *George Gillott*, a file grinder, had ceased to pay to the union, and had more apprentices than were allowed by the trade. He was working at the Tower wheel, where it was almost impossible that he could be rattened. On the night of April 25th 1857, while he and his wife, two children, and two apprentices were in bed, a can of gunpowder was thrown into the cellar of the house and exploded. No one was hurt, but one wall of the house was blown down, and great damage was done to the building and to the furniture. There was entire absence of any private cause for this act, and though the perpetrators are undiscovered, and we have no evidence directly implicating the union, we do not hesitate to report that this was a trade outrage.

1864, November. *William Torr*, a file manufacturer, had a dispute with the union on account of his paying his men less than the union scale of prices. The union men in his employment were drawn out by the union; his factory was picketed, his warehouse broken into, a cistern containing a preparation for hardening files was tapped three times, his bellows were cut, and the books of his trade were taken away and never restored. The offenders are undiscovered, but the circumstances of the case, and the admission made by Cutts and Holland, joint secretaries of the File Smiths' Union, that these acts had certainly the appearance of being society matters, draw us to the conclusion that these outrages were encouraged and connived at by the File Grinders' Union.

The Sickle Grinders' Union.

1860, July 26th. *Christopher Rotherham* had been a sickle manufacturer for nearly 50 years, at Dronfield, five miles from Sheffield. Shortly before 1860 his men refused to pay to the union, and he thereupon received several threatening letters to the effect that his premises would be blown up if he did not compel them.

About the year 1860 his boiler was blown up, and shortly after a can of gunpowder was thrown, at night, into a house belonging to him at Troway (inhabited by two of his nephews, who worked for him, and were not members of the union), and exploded. No one was hurt, but great damage was done to the house. He has had at different times nine pairs of bellows cut, twelve bands cut to pieces, and his anvils thrown into his dam.

1865. In 1865 a two-gallon bottle, filled with gunpowder with a lighted fuse attached, was placed in the night time in his warehouse. The fire of the fuse from some cause became extinguished before it reached the powder. Adjoining the warehouse were sleeping rooms, which, at the time the bottle was placed in the warehouse, were occupied by a mother, three sons, and a daughter. This he said "beat him," and he forced his men to join the union, adding that since that time "they had been as quiet as bees."

George Castles, the secretary of the Sickle and Reaping Hook Grinders' Association, told us that in the September of last year he saw a cash book of the union, containing entries of payments made at the time some of these outrages occurred, burnt in the committee room, and also that leaves had been torn out of other books of the union which might have implicated the union.

We have to report that these outrages were promoted and encouraged by the Sickle Grinders' Union.

The Fork Grinders' Union.

1859, February 17th. In this year a resolution had been passed by the union that no fork grinder should work except for one of ten specified masters who were sanctioned by the union.

William Mason, *Thomas Roebuck*, and *Samuel Gunson* were non-union men, and were working for masters not sanctioned by the trade. One night Mason was assaulted by about 30 union men, five of whom were summoned before the magistrates, and of these two were fined Three weeks after this assault, namely, on 17th February 1859, gunpowder was placed in the troughs of Mason, Roebuck, and Gunson.

In Mason's case the powder exploded immediately Mason began working, and burnt his arm, face, and neck; he was wearing spectacles, and these saved his sight. Roebuck fortunately perceived the powder before he began work, and he found about 1 lb. of gunpowder in his trough.

Gunson being in America we have not been able to ascertain the particulars of his case.

The books of the union applicable to this period were not produced before us. They were said to have been destroyed, for the purpose, as stated by the secretary, of hiding their contents. The secretary of the union said that he believed these outrages were trade affairs; and we report that they were encouraged and promoted by the Fork Grinders' Union.

The Brickmakers' Union.

James Robinson, a master brickmaker, had had disputes with the union before 1857, and in this year he had in his employment four non-union men who had been seven years in his service. At the latter end of the year 1857 four men came to Robinson, saying that they were sent by the committee of the union to take the place of the four non-union men. Robinson refused to turn off his old hands. The union ordered the union men to leave, which they refused to do. In the following summer 17,000 bricks were trampled upon and destroyed. This was done by four or five men at the least. 1857.

One of Robinson's cows was found stabbed while grazing in a field adjoining his brick-yard, and had to be killed. 1859.

On the day of October 1859, at 3 a.m., an attempt was made to blow up the house in which Robinson, his wife, his son, and four daughters were living. Three gingerbeer bottles, filled with gunpowder and nails, with lighted fuzes attached, were thrown at a chamber window of Robinson's house. Two struck below the window sill and fell outside the house. One was thrown through the window and was broken against the wall of the room, by which means the powder escaped and exploded harmlessly. 1859, October.

An unsuccessful attempt was made to burn a haystack, worth 150*l.*, situated 10 yards from his house, and close to a stable in which were his cows and horses. A length of calico saturated with naphtha and turpentine had been pegged round the stack; the ends of the calico were carried down so as to touch 11 boxes of lucifer matches, and a roll of paper, to act as a fuze, which extended along the ground. The paper had been lighted and had burnt about a yard, but owing to the dampness of the atmosphere, or some other cause, the light had gone out. 1860, November.

One of his horses was found dead in his field. During the night it had been stabbed in the side by a pointed instrument. 1861.

The perpetrators of these outrages have never been discovered, although active steps were taken by the police at the time. The secretary stated to us that he believed these outrages were done by the union.

Henry Bridges, formerly a master brickmaker, was not in 1861 a member of the union. 1861, April 21st.

On the Saturday before the 21st April 1861 one of his men, named Thomas Poole, had a quarrel with John Baxter, a member of the committee, in reference to the payment of what is called "outworking money."

On the night of 21st April between 40,000 and 50,000 bricks, five or six barrows, and a pressing machine, the property of Bridges, of the value of 40*l.*, were destroyed. This must have been the work of five or six men.

Bridges applied to Baxter as to the cause of his bricks being spoiled, and Baxter said it was because he (Baxter) had been insulted by one of Bridges' men.

The books of the Brickmakers' Society, containing their transactions for the whole of the year 1861, were destroyed, and William Hy. Owen, a former secretary, admitted that if they had been produced, they would have shown that money was paid by the union for the commission of these outrages.

We report that these outrages were promoted and encouraged by the Brickmakers' Union.

The Fender Grinders' Union.

John Sibray was foreman to Mr. H. E. Hoole, stove, grate, and fender manufacturer, in the spring of 1861. At that time Mr. Hoole's "heavy" grinders having absented themselves from work for more than a week, Mr. Hoole desired Sibray to endeavour to procure other men. Sibray engaged Charles Taylor, a non-union man. When the union men returned and found Charles Taylor at work they quitted the works in a body, taking the "light" grinders with them. Their places were filled by Rd. White, George White, W. Hulse, George Wastnidge, and others. On the next day Mr. Hoole received a threatening letter; this was followed by several others, and deputations from the union saw Mr. Hoole on the subject of his employing non-union men. 1861, November 5th.

On the 5th November Sibray was assaulted in the street by two men, and about the same time Richard White, George White, and William Hulse, three of the non-union men, were assaulted and beaten, and one of the Whites was left for dead.

George Wastnidge, one of the above-named non-union men, lived in Acorn Street, with his wife, child, and a lodger named Bridget O'Rourke. Wastnidge, his wife, and child slept in the garret, and Mrs. O'Rourke in the chamber below fronting the street. About 1 o'clock in the morning of the 23d November, a can of gunpowder was 1861, November 23rd.

thrown through the chamber window. Mrs. Wastnidge hearing a noise, ran down into Mrs. O'Rourke's room and found her holding in her hand a parcel emitting sparks. She seized it in order to throw it through the window, and it exploded in her hands, setting fire to her night dress and seriously injuring her. She ran upstairs, her husband stripped off her burning clothes, and in her fear she threw herself through the garret window into the street. Wastnidge dropped his little boy to persons who were below in the street, and by means of a ladder which was brought escaped from the house. Mrs. O'Rourke was found in the cellar shockingly burnt.

Mrs. Wastnidge was taken to the infirmary in a state of insensibility, where she remained five or six weeks. She has not recovered from the injuries she received. Mrs. O'Rourke was also taken to the infirmary, where she died a fortnight after. A person of the name of Thompson was tried at York, at the spring assizes, 1862, for the murder of Mrs. O'Rourke, and was acquitted.

Robert Renshaw confessed before us that he threw the can of gunpowder into Wastnidge's house, and that he was hired to do so on the promise of 6*l.* by William Bayles and Samuel Cutler, both members of the Fender Grinders' Union, and he stated that it was done because Wastnidge was not right with the trade.

James Robertson, now secretary, and at that time acting secretary of the Fender Grinders' Union, stated that he paid to William Bayles 6*l.* which he had received from Kenworthy, the then secretary of the union, and that he had falsified the books of the union in order that that payment should not be discovered.

We report that all the above outrages were promoted and encouraged by the Fender Grinders' Union.

The Pen and Pocket Blade Grinders' Union.

1861. *Samuel Sutcliffe* was a surgical instrument maker. There was a strike in this trade in 1861, and Sutcliffe had "gone in when the others were out." Broomhead (now dead), secretary of the union, and one Braithwaite, in the same trade, hired Hallam "to make him so that he could not work for a week or two." Hallam and Crookes waylaid him at his own door and beat him on the head with life preservers, and hurt him so severely that he was confined to his bed for a week. Broomhead paid Hallam 5*l.* for the job, remarking at the time that 5*l.* was as much as the committee would allow him to pay him. The books of the union for this period have been destroyed.

We report that this outrage was encouraged and promoted by the Pen and Pocket Blade Grinders' Union.

The Scissor Forgers' Union.

1865, February 22nd. *George Gill*, scissor manufacturer, had in his employment a man named Joseph Hague, who was not in the union. Joseph Hague had frequently been solicited by Joseph Thompson, the secretary, to join the union, and a deputation from the union called upon him and told him, that if he did not join they would do something for him. Three weeks after this a pair of bellows on which Hague was working, but which belonged to Mr. Gill, were cut.

1865, August. *Robert Winter*, scissor forger, refused to join the union, and had in his employment some men who had also refused. The bellows of the men who had refused to join the union were cut, whilst those of the union men were not injured. William Fearnley, a member of the union, confessed to having committed these outrages in consequence of the men not paying to the union, but he denied that he cut the bellows by the authority of the union.

In the early part of this year *Messrs. Darwin*, scissor manufacturers, had employed non-union men at a scale of prices less than that sanctioned by the union. Joseph Thompson, secretary of the Scissor Forgers' Union, admitted

1866. that he employed John Clarke to take away their tools and hide them. Clarke, however, was examined by us, and stated that he was employed by Thompson to take their tools and cut their bellows, and we believe his statement. Clarke was tried for this offence at Leeds, and convicted and sentenced to nine months' imprisonment. Thompson paid Mrs. Clarke 6*s.* a week during the time her husband was in prison, and although Thompson said that he had embezzled the funds and falsified the accounts of the union in order to conceal this payment, and although he had in consequence tendered his resignation, the society passed a resolution to the effect that the money had been taken and paid for services rendered to the union. The books of this union, as we have already stated, were mutilated and falsely kept by the secretary, and they were never subjected to any careful audit.

We report that all these outrages were encouraged and promoted by the Scissor Forgers' Union.

The Scissor Grinders' Union.

1866, December. *Edwin Sykes*, a scissor manufacturer, had, when a master grinder, refused to pay to the trade; for this he was threatened by Holmshaw, president of this union, and subsequently he was rattened. In December 1866 he had in his employment a man, named Pryor, who was not a member of the union, and who had never been apprenticed to the trade. Holmshaw had told him that Pryor must not work for him, and on his refusal to dismiss Pryor had threatened to "serve him out." On the 26th of the same month his wheel was broken into and damage done to the amount of 24*l.*; a large quantity of tools were damaged, and the remainder thrown into the dam.

We report that this outrage was encouraged and connived at by the Scissors Grinders' Union.

The Edge-Tool Forgers' Union.

1864. *Mr. David Ward*, of the firm of Ward and Payne, edge-tool manufacturers, had frequently been requested by their customers to obtain a first-rate carving tool forger. They brought to Sheffield *James Addis*, a London workman, who had received prize medals for carving tools at the Exhibitions both of 1851 and 1862. At this time, tools of the kind made by Addis were not manufactured in Sheffield. Addis offered to pay to the union an entrance fee of 15*l.* in addition to the usual contributions, and undertook not to claim any benefit from the union for two years. The committee, however, refused to accept him, and Addis returned to London. Some time afterwards Mr. Ward sent for Addis again and set him to work. Deputations from the union called upon Mr. Ward, withdrew the union men from work, and would consent to no terms except the dismissal of Addis, and a payment by Mr. Ward of 30*l.* to the union, to cover the expenses of the men whom the union had withdrawn from his employment.

Mr. Ward paid the 30*l.* and dismissed Addis. In order to secure the carving tools made by Addis, Mr. Ward was obliged to advance money requisite to set Addis up as a small manufacturer on his own account. He thereby ceased to be a workman, and now, instead of forging only, he is obliged also to grind and finish his tools, so as to bring them in a complete state to Mr. Ward's warehouse. This s both expensive and inconvenient.

Addis, with the assistance of an apprentice, could earn 7*l.* a week, and has earned as much as 10*l.* a week. Whilst Addis was at work for Mr. Ward, and before the payment of the 30*l.*, he was standing one day at the bar of a public-house when four men, members of the union, fastened the door and asked him, "How many trades union meetings have we had through you?" and then kicked him and inflicted two serious wounds on his head. The parties were summoned before the magistrates and three were fined 5*l.* each, and one 3*l.* 10*s.* Although this outrage was done by members of the Edge-Tool Forgers' Union, we have no evidence to show that it was an outrage promoted or encouraged by that union.

The Edge-Tool Grinders' Union.

John Hague, sheep-shear and edge-tool grinder, was never apprenticed, but as a boy worked for his father, who belonged to the trade. He had offered to pay 20*l.* to be allowed to join the union. Whilst working for a person called Greaves, 13 axletrees and glaziers, six wheelbands, and 12 pulleys, belonging to Hague, were taken away from the wheel and were found to be so much burnt as to be rendered useless, a shank stone was broken, and his horsing chopped into firewood. Whenever he appeared amongst union men he was called a "knobstick." Although the circumstances of the outrage would indicate that it was done in the interests of the trade, yet there was no evidence before us to show that this was an outrage promoted or encouraged by the Edge-Tool Grinders' Union.

There is no ground to doubt the correctness of Hague's statement. We think it right, however, to observe that Hague was a very disreputable witness, having been several times convicted, and once transported for seven years.

The Scythe Grinders' Union.

1858. *Messrs. Tyzack and Sons*, scythe, saw, file, and steel manufacturers, employ 250 men, and are brought into communication with several unions. They have had continual disputes with the unions, in the course of which they have received several threatening letters, and have had considerable damage done to their property.

1858. Three pairs of bellows were destroyed at their works at Abbey Dale, in consequence, as was stated, of the scythe finishers in their employment not paying their contributions.

1859, July. Thirteen scythe grinders' bands were taken because they had engaged a man without the consent of the union.

1863 and 1865. Several shops were broken open and tools taken away in consequence of some of the men being in arrear with their contributions.

1862, November. A man called Needham, who had been convicted of a trade outrage, had when in prison made a statement to Mr. Joshua Tyzack, affecting Michael Thompson, the secretary of the Scythe Grinders' Union. On Needham's coming out of prison, and shortly before November 1862, Mr. Joshua Tyzack made frequent inquiries for him in order to get his evidence against Thompson.

In the month of November 1862, Mr. Joshua Tyzack was returning in his gig from Sheffield, according to his usual habit, at about 8.30 p.m.; he had proceeded three-quarters of a mile from Sheffield, when passing a plantation he heard a shot fired, and then a second one in quick succession; he looked round and saw the flash of a third shot about 15 or 20 yards off, and at the same instant a bullet passed through his hair and the brim of his hat. He became unconscious for a moment and sank down in the gig, and in so doing stopped his horse. He almost instantly recovered himself, and as he rose to whip the horse two more shots were fired at him from the same place. Mr. Tyzack stated that in his opinion this attempt to shoot him was made in consequence of the inquiries which he had set on foot respecting Needham, but we are unable to satisfy ourselves from the evidence before us that this was an outrage promoted or encouraged by any trade union.

The Nail Makers' Union.

1861, December. This union has its head-quarters at Belper, in Derbyshire, but the persons on whose property the following outrages were committed lived and worked at Thorpe Hesley, within the district to which the present inquiry is limited. In this union there is no regular weekly contribution, but when a strike occurs a levy is made to support the men who are out.

In December 1861 the nailmakers in the employment of Mr. Favell, of Rotherham, were on strike, but *John Hattersley* and *Charles Butcher*, who carried on their trade at their own shops at Thorpe, Hesley, persisted in working for Mr. Favell. Hattersley was subjected to many acts of annoyance, and Butcher on going to his work discovered one morning, in the chimney above his hearth, a can full of gunpowder suspended by a rope from the top, which would have exploded immediately the fire was lighted.

1861, December 21st. On the 21st December 1861 the shops of these men were blown up by a can of powder suspended by a rope in the chimney of each shop, and exploded by a fuse. Isaac Emanuel Watson, Joseph Tomlinson, and Samuel Proctor committed these outrages, and were paid for doing them out of the funds of the union (by order of the committee) by Charles Webster, a member of the committee, the money being handed to him by James Beighton, the chairman, for that purpose.

Watson, Tomlinson, and a brother of Watson, were tried for these outrages at the York Spring Assizes, 1862, and found guilty, and sentenced to 14 years' transportation. Upon strong representations being made of their innocence they were pardoned and released. The men were defended by the union, and their defence cost the union 40*l.* or 50*l.*

We report that these outrages were promoted and encouraged by the Nail Makers' Union.

The Ironworkers' Union.

1867, February and March. In consequence of the reduction of wages in the early part of this year, a large number of the workmen of *Messrs. J. Brown and Co.* (*Limited*), steel manufacturers, went out on strike. The firm made great exertions to get new hands. This was strenuously opposed by the union. For three weeks the works were watched by policemen specially appointed, and the new men were lodged and fed within the walls of the establishment. James Dunhill and Edmund Higgins, two non-union men working for Brown and Co., were found in a public-house by seven or eight union men and assaulted, and on leaving the public-house they were followed into the street and again assaulted. Dunhill and Higgins summoned the men before the magistrates, and they were bound over to keep the peace.

We have not sufficient evidence before us to justify our reporting that these outrages were promoted or encouraged by the Ironworkers' Union.

We have now given an outline of all the cases of importance which were submitted to us for investigation. Mr. Thomas Thorpe, managing clerk to Mr. Albert Smith, clerk to the magistrates acting for the Petty Sessional Division and borough of Sheffield, prepared for us a list of cases supposed to be connected with trade unions, and which had been brought before the justices within the last 10 years; it comprised, in addition to the outrages mentioned in this report, 166 cases of rattening and 21 cases of sending threatening letters. A very small proportion, however, of the persons rattened give information either to the police or to the justices.

Most of the outrages we have investigated were brought before the justices, and although in several cases large rewards have been offered for the detection of the perpetrators, the offenders have with two or three exceptions remained unknown up to the period of this inquiry.

We believe that there are about 60 trades unions in Sheffield, of which 12 have promoted or encouraged outrages within the meaning of the Trades Union Commission Act, 1867.

We have to report that there has not occurred within the last 10 years any act of intimidation, outrage, or wrong promoted, encouraged, or connived at by any association of employers.

We point to the year 1859 as the one in which outrage was most rife, and we notice with pleasure that it has diminished since that time.

During the course of our investigation, matters connected with trades unions (such as the number of apprentices allowed to each workman, and the class from which they may be taken, the remuneration of labour, the restraints exercised upon voluntary action, and the rules and general policy of trades unions) have frequently been brought before our notice. These, however, are questions for the consideration of the Royal Commission sitting in London, and we purposely avoid making any observations upon them.

At the commencement of our inquiry, and frequently during the course of it, we explained the provisions of the Trades Union Commission Act, 1867, with regard to the powers conferred on us of granting certificates of indemnity to witnesses who should by their evidence inculpate themselves. We are convinced that the most material disclosuers made to us were so made in reliance on our promise of indemnity made in conformity with the Act of Parliament. Had no such indemnity been offered, we are satisfied that we should never have obtained any clear and conclusive evidence touching the most important subjects of our inquiry, and that the system of crime which has now been disclosed, as well as the perpetrators, would have remained undiscovered; we have therefore granted certificates to all witnesses whom we believe to have made a full and true disclosure of all offences in which they have been implicated.

William Overend.
Thomas I. Barstow.
George Chance.

Dated this 2nd of August 1867.

C.

MANCHESTER INQUIRY REPORT.

C. MANCHESTER INQUIRY REPORT.

REPORT presented to the TRADES UNIONS COMMISSIONERS by the EXAMINERS appointed to inquire into Acts of Intimidation, Outrage, or Wrong alleged to have been PROMOTED, ENCOURAGED, or CONNIVED at by TRADES UNIONS in MANCHESTER and its neighbourhood. (Trades Union Commission Act, 30 Vict. c. 8; Trades Union Commission Act Extension Act, 30 & 31 Vict. c. 74.)

SIR WILLIAM ERLE, MY LORDS AND GENTLEMEN—

WE received our appointment as Examiners under "The Trades Union Commission Act, 1867," and "The Trades Union Commission Act Extension Act, 1867," on the 23rd of August 1867. We immediately caused advertisements to be inserted in the local papers, and notice to be given throughout the district over which the Inquiry was to extend of the time when we intended to commence our Inquiry. In pursuance of such notice, we went down to Manchester, and began our Inquiry on the 4th day of September 1867.

We found that an association of masters had employep Messrs. Cobbett and Wheeler, attorneys at Manchester, to watch the inquiry on their behalf; and the interests of the members of several of the Trades Unions which might come under our notice, especially those of the brickmakers and bricklayers at Manchester, were placed in the hands of Mr. Roberts, an attorney of that city. We examined the witnesses ourselves, but at the close of the examination we put to each of them any question which was suggested on behalf of the masters or men.

To our Secretary, Mr. James Sheil, Barrister-at-law, we were very much indebted for the ability and energy manifested by him throughout the whole Inquiry. Mr. Ashworth, and the Committee of Management of the Assize Courts at Manchester, kindly placed those courts at our disposal for the purpose of the Inquiry. We were also much indebted to the Mayor and Corporation of Manchester, as also to the Mayor and Corporation of Salford, and indeed to all the authorities in the district over which the Inquiry extended, and to the several chief constables and police, for the facilities and valuable assistance they respectively rendered to us in carrying out the objects of the Commission.

We found that the members of several of the unions of the brickmakers and bricklayers throughout the district had, in expectation of the inquiry, destroyed their books containing the accounts of their expenditure and the minutes of their proceedings.

In the case of the Manchester Union of Brickmakers, Samuel Wood, the landlord of the Crown and Cushion Inn at Manchester, where that union held its meetings, having been served with a *subpœna duces tecum*, delivered to us five chests, one of iron and four of wood. Wood had the custody of these chests at his inn, and at first refused to deliver them up, stating that if he did so without the permission of the members of the union, they would kill him. But after a consultation with six or seven members of the union, he gave the chests up to the police officers who had been sent to fetch them. They were, however, all locked, and it was proved that those who had had the custody of the keys had thrown them away; and, though notice for that purpose was publicly given, no one came forward to produce them. We accordingly had all the five chests broken open, when it appeared that all books containing the accounts of the expenditure of that union and the minutes of proceedings, and other books and papers relating to the union, which might have been relevant to our inquiry, had been removed. It was proved that those chests were the usual place of custody for such books, minutes, and papers of the union.

We will now proceed to give an account of the cases which were brought under our notice.

THE STOCKPORT OPERATIVE BRICKMAKERS' UNION.

1864. In the summer of 1864 Messrs. Thomas and William Meadows were carrying on business as brickmakers at Reddish, two miles from Stockport. In June of that year they made an improvement in the manufacture of bricks, by which they effected a saving in the cost of making of 10*d.* per thousand. The union men in their employment claimed for themselves the whole of the sum they saved. Messrs. Meadows offered 6*d.* This the men refused, and left their employment. A week after they had left, three of them, *Thomas Wilde*, Humphrey Child, and William Fallowes, returned to work on the terms offered by the Messrs. Meadows. On the night of the 2nd of August Wilde, who is a brick-burner, was at his work when he was assaulted by six men, and beaten with "cart legs." His head, and face under the eye, were cut open, his leg much injured, and his right arm broken in several places. He was left on the ground, and as the party went away some of them said "he should burn bricks no more." He was in the Stockport Infirmary five or six weeks; and at the time he appeared before us he was evidently still suffering from the injuries he had then received.

Two men, named Holland Cheetham and William Slater, then respectively president and treasurer of the Stockport Brickmakers' Union, were tried at Manchester at the following winter assizes for this offence, and were convicted and sentenced to 20 years' penal servitude. The union paid the costs of their defence. After their conviction the members of the union made great efforts to procure their pardon or a remission of their sentence. They repeatedly urged Wilde to sign papers to the effect that the convicts were not the men who had assaulted him; but though they made him offers of money for that purpose, and were also willing to admit him as a member of the union, he constantly refused to sign any paper which could be construed into an admission that he had mistaken the men. On the 28th of March 1865, upon receiving from three men, calling themselves representatives of the Stockport Brickmaker's Society, a written guarantee that, on condition that he would sign a certain paper, they would "re-instate him to all the benefits" of the union, and give him five pounds, Wilde, having consulted an attorney, signed in his presence the above-named paper, of which the following is a copy:—

"I, Thomas Wilde, of Small's Buildings, Regent Road, Salford, brickmaker, the prosecutor in the late prosecution against Holland Cheetham and William Slater, tried and convicted at the winter assizes for Manchester, 1864, and sentenced by Mr. Justice Blackburn to 20 years' penal servitude, do hereby testify that I believe the said Holland Cheetham and William Slater never have had any malice or desire to injure me personally or otherwise. And I further say that from Holland Cheetham I experienced at times great kindness, and when out of employment he exerted himself for me to obtain a situation. That William Slater I know but little, except as a workman in the same trade: that I never had any falling out or quarrel with him which would lead to a motive for his committing the offence for which he is now suffering; and I cannot ascribe to either Cheetham or Slater a motive for doing me an injury. Under these circumstances, and taking into consideration the uncertainty of the testimoney I have given, for I may have been mistaken as to their identity (although I cannot say that I have), I trust that Her Majesty will be pleased to give the prisoners the benefit of any doubt upon the case, and if not liberating them, at least commute the punishment to a short period of imprisonment.

Dated this 28th day of March 1865.

(The mark of Thomas Wilde.)

(Witness to signature.)

The two convicts received a free pardon, and were released after having been in prison two years four months and seven days. Immediately upon their release Slater was elected to the office of president of the Stockport Brickmakers' Union, and was so at the time of our inquiry.

Wilde has ever since been the subject of persecution. He was afraid to reside at Reddish, Manchester, or Oldham. The union men refused to work with him, and he has now

left that part of the country; and, having changed his name, and being undiscovered, he has succeeded in obtaining work.

The account given by Slater and Cheetham is that it had been settled at a full committee meeting, over which Cheetham presided as president of the union, that Wilde should be beaten. No details were then arranged; but afterwards, at a meeting of about eight members of the committee summoned suddenly in a brickcroft, on the 1st of August 1864, it was resolved that Wilde and Child were to be beaten that night. 14*l.* was voted for the purpose, and the execution of the business was entrusted to Slater. In pursuance of the above resolution, Slater went the same afternoon to Manchester to one James Kay, the "walking delegate" of the Manchester Brickmakers' Union, and Kay agreed for 14*l.* to bring down a gang of men to beat Wilde and Child; which he accordingly did. But Slater and Cheetham both denied that they were either of them present at the time Wilde was beaten. The money, as agreed, was paid to Kay by Joseph Brown, the secretary of the Stockport Union. The minute book of the Stockport Brickmakers' Society, which, no doubt, contained entries relating to this and the following outrages, was burnt the day before our inquiry commenced.

1863, May 8th. *Mr. John Simpson* is a brickmaker, and for four years has carried on business at Stockport Moor, and before that time at Heaton Moor. As long ago as 1860 he had difficulties and disputes with the Stockport Union, which resulted in his having to leave Heaton. In 1863 he was employing a non-union man, named Dunkley, as a brickburner. On the 8th of May 25,000 bricks were destroyed by men trampling on them; his barrows, tressels, tables, and other tools were cut to pieces. Eight men were concerned in this outrage; their footsteps were traced to a place called Hillgate, where many members of the Stockport Union then lived. Immediate information was given to the police, but no one was apprehended.

After the destruction of the property in 1863, Mr. Simpson had the brickyard watched at night by one and sometimes by

1863, June 17th. two or three men. Peter Platt was watching on the night of the 17th of June, when he was alarmed by the barking of his dog. As he opened the door of his cabin a man struck at him; he backed into his cabin, and immediately a gun was thrust through the window and discharged; he returned the fire with a revolver, and then went out; he saw two men knocking down the "green walls;" he fired at them, and they ran away. As he turned round he saw three other men setting fire to the shed; he called out to his lad to bring his gun and the three men ran off. Seven men altogether were engaged in this outrage, but little damage was done, as they were so soon disturbed. This outrage on Mr. Simpson's property was resolved on at a special council meeting of the Stockport Brickmakers' Society, at which 12 or 13 members were present; 15*l.* was voted for the job, and the execution of it was entrusted to William Slater.

1864, July. In July 1864 *Mr. Thornley* was a master brickmaker at Heaton Norris; he would not employ union men. The same committee as in the last case resolved to destroy his property. Holland Cheetham, president of the Stockport Brickmakers' Union, William Slater, the treasurer, and the above-named James Kay, and two others, members of the committee, trampled on 40,000 or 50,000 bricks, and burnt Thornley's sheds, boards, and other implements. The party went provided with chips and matches, and Kay set the shed on fire. The party were paid 10*l.* or 12*l.* by either the treasurer or the secretary of the society.

The Manchester Brickmakers' Society claim an extent of four miles round Manchester in every direction, an area of 120 square miles, as their peculiar district, within the limits of which they permit no bricks to be made except by Manchester union men, nor any bricks to be used except those made within the district. They accomplish the latter object by means of an alliance with the Manchester Bricklayers' Union, the members of which will not set any bricks not made within the above-named district. Levenshulme is claimed by both the Manchester and the Stockport Unions, and is a kind of debateable ground between them.

1867, June 15th. In the summer of 1867, *Mr. Thomas Aitken* was building the print-works at Levenshulme, and making the bricks for building upon his own ground. In 1866 and the early part of the following year both the brickmaking and bricklaying were being done by Manchester union men. In consequence of the foreman putting on two Stockport bricklayers, all the Manchester men, both brickmakers and bricklayers, left their work. Mr. Aitken then contracted with one Joseph Rigby, a non-union man, to make bricks. On the night of the 15th June 4,500 bricks were trampled on and destroyed by five or six men.

1867, Aug. 28th. On or about the 28th of August 1867, at the same place, 19,920 bricks were trampled on by five or six men, who were traced from the brickyard in the direction of Manchester.

1867, June 15th. *Messrs. Edward Barrett* and *Peter Bailey* are brickmakers within the so-called Stockport district, at Didsbury and Heaton Norris respectively; they employ Stockport Union men and are on good terms with the union. On the night of the 15th of June 1867, 40,000 bricks belonging to Mr. Barrett and 47,000 belonging to Mr. Bailey, were destroyed. About 20 men were employed in each of these outrages. About a fortnight after this Mr. Barrett had some boards burnt. They attribute this destruction of their property to the Manchester Brickmakers' Society. They each offered a reward of 200*l.* to any one who would give such information as would lead to the conviction of the offenders, but in both cases ineffectually. They were compensated for the loss they had sustained by the Stockport Brickmakers' Society as they had suffered in consequence of the dispute between the two unions.

We had no doubt from the evidence that the above outrages were done by members of the Manchester Brickmakers' Society.

The Ashton-under-Lyne Operative Brickmakers' Union.

The outrages committed in the district of this union arose almost entirely from the employment by the master brickmakers of non-union men.

About the year 1859 the union brickmakers struck for an advance of wages. The masters refused to give the advance demanded, and the men thereupon refused to work. The masters were compelled to seek hands elsewhere, and supplied the places of the union men with non-unionists. The employment of non-union men was against the rules of the society, and deputations from the Ashton Union waited upon the masters to remonstrate with them, and to require that they should employ union men only. The masters in general refused compliance with the demands of the union; whereupon they were subjected to a series of outrages, of which the following were proved before us.

1859, Nov. 4th. *James Taylor*, master brickmaker, had formerly a brickyard at Cockbrook, Ashton-under-Lyne. In the year 1859 he had in his employ several men who had entered or were on the point of entering the Ashton Union, which had been broken up, and was then being re-formed. In the summer of that year, Mr. Taylor, being dissatisfied with the manner in which his men did their work, paid them off as soon as they had finished the job for which they had been engaged, and took on a fresh set of men who were not members of the union. In October, Thomas Harrison, secretary to the Ashton Union, and another man whose name is not known, called upon Taylor, and asked him to take his former men back again. This he refused to do; upon which one of the two men said, "He (Taylor) must take what followed." Taylor resided within a short distance of his brickyard; and on the morning of the 4th November, between one and two o'clock, he was called up by an old man who was employed by him to burn bricks at night. He went down immediately to his yard and found his sheds on fire. One of those sheds was in process of erection, and all the boards and spars had been laid ready to put on the following morning. These had all been removed into the old shed, and having been piled up in a heap, together with some barrows and screens, naphtha had been poured over them, and the whole set on fire. This shed with its contents was destroyed, and a considerable portion also of the new shed burnt down; but the fire having been discovered, further damage was stayed. A number of bricks were also destroyed at the same time. Five or six men, all members of the Ashton Union, were engaged in committing this outrage; and Charles Barlow confessed before us to having been one of the number.

Taylor continued to employ non-union men until the end of 1861; and then, from fear of further damage being done to him, he discharged them, and employed members of the union instead; from which time, until he gave over brickmaking in 1864, to use his own expression he "went on comfortably."

C. MANCHESTER INQUIRY REPORT.

1860.

Messrs. Clifford were master brickmakers at Stalybridge, in the Ashton District. In the year 1860 they were employing non-union men. From time to time applications were made to their men to join the union, but they refused. Not long after, 15 000 to 16,000 bricks were destroyed by being trampled upon. This damage was proved to have been done by members of the Ashton Union. Five men were engaged in the act, one of whom was John Ensor, at that time president of the union. Thomas Barlow admitted that he also took part in it.

1860, Oct.

In October of the same year, after a resolution passed at a meeting of the union that "something must be done to Cliffords," some members of the union paid a second visit to the brickyard. Messrs. Clifford were erecting a new shed, and there was a considerable quantity of materials and implements upon the premises. The men collected all the planks, tables, tressels, mouldings, boards, barrows, tubs, riddles, shovels, and everything they could find, added some dried grass or stuff which was on the ground, poured naptha over the heap, and set it on fire. A man named Joseph Frith, who had been President of the Ashton Union, confessed to his having been concerned in this outrage.

1861.

In the following summer 16,000 bricks belonging to Messrs. Clifford were trampled upon.

1862. June 28th.

Notwithstanding these outrages Messrs. Clifford continued to employ non-union men. On the night of the 28th June 1862, John Ward, John Ensor, Robert Ryan, John Toole, Thomas Barlow, Frederick Hipwell, ——— Gregory, and Michael Burke, met at a shop behind Ward's house, to arrange another attack upon Cliffords' premises. They then separated, and met again about 12 o'clock at a fence near the brickfield; Ensor, Ward, and Burke had each a pistol, the others carried bludgeons. Thence they proceeded to the brickfield. At the kiln, which was burning, there were a policeman and two or three other men, who were laughing and talking; the fire of the kiln prevented the union party from being seen, and they succeeded in trampling upon some 20,000 bricks without being discovered. They then left, returning the same way they had come. On arriving at Small Shaw, a place about three miles from Clifford's brickfield, they were met by George Harrop, inspector of police, and police constable *William Jump*, who happened to be on duty there that night. When first seen by Harrop, the men were walking in a body on the footpath, but when they came within about 50 yards of the police constables they all left the footpath and walked in single file on the grass in the field. After they had all passed, with the exception of two, Harrop stopped before the last but one, and said, "My man, what is the meaning of all this?" He attempted to pass without speaking, whereupon Harrop said, "Nay, you have done nothing wrong, you need not fear," and put up his hand to the man's breast. The latter then seized Harrop by the arm and shoulder, and said, "Now men, now men, now," two or three times quickly. Harrop then seized tight hold of him with his left hand by the coat collar. He attempted to break Harrop's hold by going under his arm with his head stooping down. By this time the other men had collected together, and stood about six or eight yards from the spot where Harrop and the one man were struggling. Burke discharged a pistol at Harrop, the ball from which knocked the stick out of his hand, and struck him over the right eye; two other shots were fired in quick succession, the balls in each case passing close to Harrop's head. Then Ward and another man attacked him with bludgeons, and a desperate struggle ensued. Harrop having possessed himself of the bludgeon of the man whom he had first laid hold of, struck Ward on the head, who dropped and went on his hands and knees towards the left, where at this time constable Jump was engaged in a scuffle with three others of the party. He then struck the other man with whom he was struggling, and forced him to retire. At the distance of 15 or 20 yards stood a man, who threw large stones at Harrop, one of which struck him on the arm, Harrop went after that man, and while pursuing him he heard two reports of fire-arms in the direction in which he had seen Jump engaged. He returned, and found Jump crouched down against the stump of a tree. He had been shot in the breast, and died almost immediately.

Ward, Burke, Hipwell, Thomas Barlow, Ryan, and Toole were apprehended on suspicion of being concerned in this outrage. John Ward and Michael Burke were tried at the summer assizes at Liverpool, 1862, for the murder of Jump, and were convicted. Ward was hanged, and Barke sentenced to penal servitude for life. Gregory, Hipwell, Ryan, and Toole were discharged in consequence of the evidence not being sufficiently strong against them; additional evidence was subsequently obtained, but Gregory and Ensor had then left the neighbourhood, and Ryan and Toole could not be found. Thomas Barlow and Hipwell confessed to having been of the party, and Hipwell admitted that he was the man who threw the stones at Harrop.

The Ashton Union undertook the defence of the men charged with Jump's murder, and applied to the Amalgamated Brickmakers' Union for subscriptions towards defraying the expenses. This Amalgamated Union, comprising the Unions of Ashton, Manchester, Oldham, Stockport, Wigan, Liverpool, Sheffield, St. Helens, and Birkenhead, had been formed some time before, for mutual help and protection. Each union subscribed to the funds of the Amalgamated Society, and these subscriptions were usually paid at the quarterly meetings held at Manchester. Thomas Harrison, at that time president of the Ashton Union, attended the quarterly meeting of the Amalgamated Union, as delegate, for the purpose of obtaining contributions towards the expense of defending Ward and the other men. He explained to the meeting the object for which he sought their assistance, and the application was taken into consideration. Ultimately all the unions subscribed to the defence fund; but the amount raised proving insufficient, a second appeal was made by delegates from the Ashton Union, and further sums were obtained. The money subscribed amounted to 400*l.*, of which 200*l.* was paid to Mr. Roberts, the attorney for the prisoners, and the remainder spent in making Ensor and Gregory "secure," by getting them out of the way. The money was entrusted to John Barlow, the then secretary, and Thomas Harrison, the then president of the Ashton Union, for these purposes, but no entry was made in any of the books of the unions relating thereto.

We have no doubt that the Amalgamated Union subscribed towards the defence of the men charged with the murder of Jump with a full knowledge that the murder was committed by the men returning from Clifford's brickyard, and that the outrage committed by them on Clifford's property was done in the interest and with the concurrence of the Ashton Union.

1861, May.

William Tetlow was a brickmaker, and worked for his father, a master brickmaker, at Hurst Brook, Ashton-under-Lyne. The latter had offended the Ashton Union by employing non-union men. He had originally employed members of the union, but in consequence of their refusing to work for him unless he gave them the advance of wages demanded, he was obliged to put up with such men as he could find, and took on non-union men. In May 1861 needles were put into his clay. Upon this, Tetlow, who was not in a large way of business, ceased to employ strangers, and the work was done by members of his own family. An additional reason for not employing union men was, that he had no work for them in the winter, and if employed in the summer, they would look for their work in the winter, when Tetlow and his family could do all the work themselves.

1861, Nov.

In November 1861 an attempt was made to blow up and burn Tetlow's house, by throwing bottles containing gunpowder and naphtha into it. Three bottles containing naphtha, with lighted fuzes attached, were thrown into a room downstairs, and exploded, setting the furniture on fire, and doing considerable damage. Two bottles filled with powder and nails were thrown at the window of the bedroom where Tetlow and his wife were sleeping, but, striking against the window frame, they exploded outside, shattering the framework. This outrage was proved to have been committed by seven members of the Ashton Union. Thomas Barlow and Hipwell confessed to having been of the party; Charles Barlow could not remember whether he was there or not, but he stated that "he had "been concerned in so many of these affairs, that it had "slipped his mind if he was there."

On other occasions, subsequent to this, Tetlow's bricks have been destroyed, and he has often been threatened by the union men, and shamefully ill-used.

1861, Nov. 15th.

John Rogers was a master brickmaker in the Oldham Road, in the Ashton district. In 1861 he was employing union men; they demanded an advance of wages. Mr. Rogers was willing to give them half the sum demanded, but this they refused and struck work. Their places were supplied with non-union men. Roger's conduct was brought before a meeting of the union. Ensor and another member were sent to him as a deputation to endeavour to arrange matters with him, but without success. The matter was again brought before a meeting of the union, when it was suggested that something should be done to make him have union men. Rogers put a watchman, named Samuel Newton, on his premises, to protect them. On the morning of the 15th November 1861 Newton met a man as he was coming to his work, who said to him, "You "are going to your work I see; you had better stop at

"home, something might happen to you." On the following night, about 12 o'clock, a party of six or seven men, members of the Ashton Union, went to Rogers's brickyard, for the purpose of destroying his bricks. Two of the men were armed with pistols, and the party went determined to resist, in the event of being apprehended or disturbed. Newton was inside the shed when they arrived at the brickfield. Hearing a noise outside, as if an attempt was being made to loosen the board from the bottom of the shed, he went out. On going up to the end of the shed he came in contact with a man, and, putting his lamp in his face, he asked him what he was doing there, adding, "There was no road, and he might get into the brickpits." The man made no reply, but fired at him; the shot went close by the left side of his head. Newton said, "This is nice work, shooting at a man, and not speaking to him;" and then, stepping back, he drew a pistol out of his pocket, with the intention of firing it. Another man, at that instant, sprang up from the back of the shed, and shot Newton in the head as he was in the act of discharging his pistol. They all then ran away. A few days after a ball and slug were extracted from Newton's head, and it was eleven weeks before he was fit for work. Thomas Barlow and Charles Barlow confessed to having been concerned in this outrage also.

Joseph Barlow was a master brickmaker at Droylsden, in the Ashton district. He is brother to the above-named Charles Barlow, and uncle to Thomas and John. Joseph Barlow was in disfavour with the union, from not employing union men. A deputation was sent from the union to warn him; and one night, between 12 and 1 o'clock, two stone bottles, filled with gunpowder, were thrown at his bedroom window, but, striking against the woodwork, they exploded outside. He, with his wife and child, was in bed at the time. The following morning the fragments of the two bottles were found underneath the window, together with a third bottle, which had not exploded. On another occasion a quantity of clay, sufficient to make 400,000 bricks, was "needled."

1861. Mr. Barlow was compelled to place a watchman on his premises. One *John King Butterfield* was employed in this capacity, and it was also his duty to put coals on the fires at night. Some time in 1861 Butterfield was told by union men that something would be done to him if he watched or did the firing for Mr. Barlow. He continued his duties as before; and some time after the threat, about 12 o'clock at night, his horse was hamstrung in the stable, and otherwise so injured that it had to be shot.

In consequence of these repeated outrages Mr. Barlow was compelled to turn away non-union men, and to employ union men instead.

John Barlow and Thomas Harrison, at that time respectively secretary and president of the Ashton Union, admitted that these outrages were committed at the instance of the union, and had been paid for out of the union funds.

1861 Feb *Thomas Shepley* superintended the business of his father, who was a master brickmaker, at Hyde, in the Ashton district. A branch of the Ashton Union had been established at Hyde for the convenience of the members living there, but this branch was subject to the rules of the parent society. In 1860 Shepley employed union men, but, on their striking for an advance of wages, non-union men were taken on in their place. Upon this, the usual request was made to Mr. Shepley by the union, to discharge the non-union workmen, but he refused to comply. In February 1861 a hut or cabin in his brickyard was broken into, and his men's tools and wheelbarrows destroyed. A paper was found pinned on the door of the hut, containing a notice threatening the men's lives if they continued to work for Mr. Shepley.

The May following a considerable quantity of clay was damaged by needles and short nails being put into it.

1861, May. Mr. Shepley had in his stable two valuable horses. One night in the following August, between 11 and 12 o'clock,

1861, Aug. four men, who were members of the union, proceeded to the stable; two of them watched outside, while the other two entered the stable. One of these, with a razor which he had taken for the purpose, severed the hind-leg sinews of both horses, which afterwards had to be destroyed.

1861. Amongst the non-union men who worked for Mr. Shepley was one named *Joseph Wyatt*. In the year 1860 Wyatt had been a member of the Ashton Union, but having been fined 30*s.* for expressing his determination to work at Shepley's yard independently of union men, he left the society. In 1861 he was made manager of the yard. Wyatt lived about two miles from the yard, and was constantly watched and threatened by union men as he was going to and returning from his work. On several occasions he found lying in his path apples and oranges which had the appearance of having been poisoned. Wyatt gave information of the circumstance at the time of its occurrence, to the police authorities, but no examination of the fruit was made. He could, however, in no way account for these oranges and apples being so frequently and in such numbers placed in his way, except on the supposition that they were poisoned, and intended to injure him.

William Hibbert carried on the brickmaking business 1861. near Hyde. He employed non-union men, and a bad feeling arose, in consequence, between him and the union. In 1861 a large quantity of needles were thrown into his tempered clay. In consequence of this, and from apprehension of further damage to his property he discontinued the trade.

John Hartley was a master brickmaker at Dukinfield, in 1858 t 1863. the Ashton district, who had always employed non-union men. During the years 1858 to 1863 damage was done to his bricks upon five or six different occasions, but the actual loss sustained was not great. On one of these occasions, namely, in the year 1862, the outrage was committed by two members of the Ashton Union, Richard Brown and John Middleton Walker. These men were discovered in the act, were apprehended, committed, and sentenced to six months' imprisonment for the offence.

Thomas Hague had been a master brickmaker at Hyde 1861. for 16 years. He had generally employed union men, but in the year 1861, in consequence of repeated turn-outs, he resolved not to employ them again, and supplied their places with non-unionists. Soon after this, about 7,000 of his bricks were spoiled, and both he and his men were frequently threatened. The non-union men employed by him were continually going away, and when asked why they left, they said "they dare not work."

On one occasion, in 1861, a man came to Mr. Hague 1861. as a delegate from the union. He said that "he (Hague) "was much respected, but they had come to the determina- "tion to shoot him." Under the influence of this threat, and in fear of his life, Hague turned away the non-union men in his employ, and took on union men. With these he finished the "bit of clay" he had in hand, told them they must make bricks for themselves in future, and gave up the business.

John Warden was a master brickmaker at Newton Wood 1860, July. in the Ashton district, and was carrying on his business there in 1860. He employed non-union men. In the spring of this year he was solicited to join the Brickmakers' Union, but refused. In July, eight members of the union, three of whom upon their own confession were Frederick Hipwell and Thomas and Charles Barlow, went to his brickyard. They collected together the various tools, implements, and other things they found there, consisting of barrows, trestles, boards, and other materials, piled them together in a heap, poured naphtha over them, and then set them on fire. The then secretary and president of the Ashton Union admitted having paid 15*l.* out of the union funds to the perpetrators of the outrage.

William Henry Wylde was a master brickmaker in Turner 1861, Feb. Lane, in the Ashton Union. The union men in his em- 19th. ploy struck for an advance of wages, and he then took on non-union hands. On the night of the 19th February 1861, six or seven Ashton Union men went to Wylde's brickyard, and put a quantity of needles and broken glass into his clay.

At that time Wylde had a man in his employ, named 1861. *Moorhouse*. The men, having destroyed the clay, proceeded to the shed to see if there was a watchman there. One of them knocked at the door; and Moorhouse, who happened to be inside, went to the door, and said, "Who's that; is it you, Ned?" meaning the watchman. Some one answered "Yes." He opened the door, and immediately one of the men attempted to fire a pistol at him, but it missed fire, and then the man struck him on the head with it. Moorhouse struggled and freed himself, and as he was running away he was fired at, but not hit. Charles Barrow confessed to having been one of the party.

Five or six months after this Wylde took the union men again into his employ, the non-union men either having left of their own accord, or having been enticed away by the union men. After the union men had returned Wylde had no further trouble with the union. He gave up business, however, about four years ago, in consequence of trade outrages. "They had reached," he said, "such a pitch that nothing could be done with it.

C. Manchester Inquiry Report.

1861, Jan. *John Kirk* was a master brickmaker at Ashton. In 186 . he was employing non-union men, and in January of that year an attempt was made to set his house on fire. About one o'clock in the morning three bottles were thrown into the window of his bedroom, in which his father-in-law, an old man of 82 years of age, and a sister-in-law, were sleeping. He and his wife occupied an adjoining room at the back. Two of these bottles, which were of glass, contained naphtha; and the bottles being broken by the concussion, the naphtha was spilled on the floor, and fragments of the bottles flew about the room. The third bottle, which was of stone, and contained gunpowder, did not explode, as the fuse attached to it either had not been lighted, or, if lighted, had gone out. There was also a fourth bottle containing powder, which struck against the window frame and exploded outside, filling the room with smoke. Six members of the Ashton Union were engaged in this attack upon Kirk's house. One of them was armed with a pistol, and kept guard with another man, while the others threw the bottles into the house. Two of them, Charles Barlow and Frith, confessed their participation in the outrage; the latter, as has been before mentioned, having filled the office of President of the union.

1861, April. In the following April Mr. Kirk had a quantity of clay damaged by needles being put into it.

1862, April. *Messrs. Martin and Smethurst* were master brickmakers at Guide Bridge, in the Ashton district. In 1861 they were employing non-union men. In the month of April 1862 from 5,000 to 10,000 of their bricks were destroyed by being trampled upon. This damage was done by members of the Ashton Union. Hipwell and Thomas Barlow confessed to having been of the party.

1862, June 27th. To prevent further damage being done to their property, Messrs. Martin and Smethurst engaged Richard Dunning to act as watchman during the night time. On the night of June 27th, in the same year, the night before police constable Jump was shot, two of their men were burning at the kiln in the brickyard. Dunning, armed with a gun, was watching; he saw to men come together into the brickyard; they separated; one went nearto the kiln where the two men were burning, the other came on to the railway bridge, nearer to the spot where Dunning was standing. Dunning saw the former shoot at the kiln-burners, and immediately fired his gun at the man on the bridge. The two men then ran away. One of the kiln-burners was hit in the back with shot.

At the time of these outrages Messrs. Martin and Smethurst were not making bricks for sale, but for their own use in building a cotton mill. They had supposed it would matter little to the trade whether they employed union or non-union men. We believe this outrage to have been committed by union men.

Thomas Blocksage was a master brickmaker at Dukinfield in the Ashton district. In 1860 he was employing union men. Some of the work not having been done to his satisfaction, he stopped a small sum out of their wages. In consequence of this they turned out, called a district meeting, and the union fined him 5*l.* for the loss of a day's labour to the men, who refused to turn to work until the fine was paid. Mr. Blocksage at first refused to pay the fine, but subsequently gave way. Being annoyed, however, at the treatment he had received from the union, he threw up the contracts he had then on hand, ceased work for two years, and did not resume brickmaking until 1862.

1862. On recommencing business he employed non-union men only; and in the summer of 1862, 50,000 to 60,000 of his bricks were trampled upon, and some of his walls of bricks pushed down. Seven men, members of the Ashton Union, were engaged in this work of destruction. Hipwell and Thomas Barlow admitted being of the party. The arrangement of this outrage had been entrusted by Thomas Harrison, the then president of the union, to James Kay, the delegate of the Manchester Brickmakers' Union, who received from Harrison out of the Ashton Union funds 25*l.* in payment for this and another outrage. In consequence of this outrage Blocksage's premises were placed under the protection of the police. On a subsequent occasion in the same year, late at night, a number of men were seen by a policeman concealed under a hedge in the immediate neighbourhood of the brickyard, but before any of them could be apprehended they made off.

1863. In 1863 and 1864 deputations came to Mr. Blocksage from the union, to request that he would ask his men to join the society. His reply was, that if his men wanted to go into the union they might do so, and that he should not object to it. His men declined. Soon after a visit from one of these deputations in 1864, an attempt was made to set his shed on fire, and in the latter end of the same year one of his horses was stabbed in the stable. His men were often threatened by members of the union.

Notwithstanding the attacks made upon his property, Mr. Blocksage expressed his opinion that the union men "had dealt very leniently with him, as he had other pro- "perty at stake by which they might have punished him "severely."

1864. Whitsun Friday. *John Clifford*, at present a labourer, was in 1864 a brickmaster, carrying on business at Ridgy Lane, Stalybridge, in the Ashton district. In May 1864 several members of the Ashton Union called upon him, and complained of his employing non-union men, and of the wages he was then paying, which were a little less than the club price. They wished him to turn away the non-union men, and to take a gang of their men instead, adding that it would be better for him if he did take their men. Clifford refused to comply with their request. A few days after, on Whitsun Friday night, 11,000 of his bricks were trampled on.

1864, Nov. In the beginning of the following November a shed was set on fire, and two-thirds of it destroyed. Some hurdles had been collected together, placed in the shed, and then fired. On the same night a valuable dog which was in the shed belonging to Clifford was killed, and upwards of 2,000 bricks destroyed. Clifford's house was situated about 200 yards from the brickyard. At the latter end of November, about 12 o'clock at night, a bottle filled with combustibles was thrown into the window of his bedroom, where he, his wife, and four children, were then sleeping. It caught the back of a chair, and then rebounded into the street, where it exploded. The bottle had been wrapped in a bit of rag steeped in gas tar. The next morning there was found, buried in a heap of ashes about a quarter of a mile from the house, another bottle containing powder with a fuse attached, which probably there had not been time to throw, as Clifford immediately upon the explosion whistled for the police, six of whom came directly to the spot.

After this last outrage Clifford employed a watchman to guard his premises. He provided him with a revolver and two large dogs, the watchman refusing to undertake the duty unless he had them for his protection.

Clifford was abused and threatened by the union men, and dared not go to Ashton after dark. Believing his life to be in danger he gave up the brickmaking business in August of the following year, as, to use his own words, he "thought it better to give it up than to lose his life."

1866. *James Harrison* and his brother were in business as brickmakers at Ashton in the year 1866. There was upon their property a considerable quantity of clay, which, when ground, was available for making bricks, but which, if not ground, was useless. There was clay sufficient to produce 100,000 bricks a year. In order to make this clay practicable Messrs. Harrison proceeded by way of experiment to grind it by machinery; but their men objected to its being ground, because they considered it was infringing upon their labour, although they had their own tables and stools to work it when ground. No sooner had Messrs. Harrison commenced grinding than they were waited on by a delegate from the Ashton Union, with two of their own men, who declared they would not work for them if they, Messrs. Harrison, "did like that." Messrs. Harrison said they should try it, and the men went away. As they were going one of the men said, "Come, we have plenty of money in the box, and thou wilt not always be master." This conversation took place in the middle of the week. Messrs. Harrison told their men to keep a sharp look out, as they thought they would be on them pretty quick; and on the Sunday following, about 12 o'clock at night, while the watchman was getting his supper, the shed was fired. The shed was fitted up with shelves, on which coals, chips, and other stuff had been crammed and set on fire. There was a considerable quantity of timber in the shed, and if the fire had not been discovered immediately it must have been burnt down.

1867. In the summer of the present year, 1867, *James Turner*, a neighbour of Messrs. Harrison, was going along the footpath by their brickyard, about 10 o'clock at night, when a man dressed in white clothes came up to him, struck him two very violent blows on the face and forehead with a stone, cutting his lip and breaking his nose, and then ran away, leaving him insensible. Turner and the watchman of Messrs. Harrison were about the same size, and the outrage could only be accounted for on the supposition that he was mistaken for the latter.

The greater number of the foregoing outrages committed in the Ashton district, already mentioned, were confessed to by parties—members of the Ashton Union—who were personally concerned in them; and it was also admitted by John Barlow and Thomas Harrison, who were respectively

secretary and president of the society during the greater portion of the years 1860, 1861, and 1862, the period when these outrages were most frequent, that they had all been promoted by the officers of the Union, with the concurrence of a large majority of its members, and had been paid for out of the union funds. Neither Barlow nor Harrison was able to speak with accuracy as to payments made on each particular occasion. "There were so many jobs," they said, "that they could not remember whether they paid for them "or not;" but they stated that "they had no doubt the "outrages were all paid for either by themselves or by the "then acting officers of the union."

The Manchester Operative Brickmakers' and Bricklayers' Unions.

1862. In 1862 *Joseph Frith*, who at that time was a master brickmaker, and a member of the Ashton Union, sent some bricks from his premises, which were in the district of the Ashton Union, to Belle Vue Gaol, which is in the Manchester Union District. The two carters who went with the bricks were both beaten, and by the direction of members of the Manchester Union.

If a person in the Manchester district were to obtain bricks from another district no brickmaker in the Manchester district would supply him with any unless he sent back what he had thus obtained in violation of the rules of the Manchester Union. This was represented to us as a common occurrence.

In the year 1864 there was a company called the *Ardwick Brickmaking Company*, which was in the Manchester district, and which made bricks by machinery. For some time they had been in the habit of having timber from Messrs. Bennett and Co., timber merchants, whose premises were in Hyde Road, Manchester. The members of the Manchester Union are all hand brickmakers, and it is against the rules of the union that bricks should be made by machinery. It seems that in consequence of their carters, who went with the timber to the Ardwick Brickmaking Company, being threatened, and also of one of their horses having had his throat cut, the Messrs. Bennett had refused to supply the company with any more timber. At the beginning of
1864, Jan. January 1864 the timber which was in the yard of the Ardwick Brickmaking Company, and which had come from Bolton, was covered with pitch and tar, and then set on fire, and, though not destroyed, was rendered useless for the purpose for which it had been intended. This was done at night by four men, and there was no reason for the outrage, but that the company made bricks by machinery.

1864, May. The same company had also a gray mare, which was burnt to death in May of the same year 1864. The brickmakers who perpetrated this outrage broke open the stable door between 2 A.M. and 3 A.M., tied the mare fast by the head to the iron hay-rack, put shavings under her and all over the stable where she was, and then set fire to them. The fire was discovered by a neighbour in time to save the stable from being burnt; otherwise five other horses, which were in it, would have shared the same fate. The reason why the gray mare was selected for destruction apparently was that this mare was usually employed in carrying timber to the machine brickmakers.

1864, Aug. The same company had a boy of about 12 years old in their service, whose name was *Thomas Cole*. In August 1864 this boy was sent about 7 P.M. with some letters to the post office, which was about a quarter of a mile from the company's premises, and the way to which lay through a comparatively unfrequented district. As he went, he was seized by some brickmakers, who, one of them taking him by the shoulders and the other by the legs, threw him into a pit of water. The pit was 40 or 50 yards in length, by 30 yards in breadth, and at that time was about 10 or 12 feet deep in water; the sides of it were steep, the banks being about 12 or 14 feet above the surface of the water. The men, after committing this outrage, ran away; and had it not been that a mechanic, who accidentally came up, and seeing what had happened, went into the pit, and got the boy out, the boy, being unable to swim, would have been drowned.

1864, Nov. In November 1864 the same company had their joiners' shop set on fire at night by some brickmakers; and in the following month, December, a bottle of some combustibles was thrown into the cellar of the house of the manager of the company. The bottle contained gunpowder and a sort of flannel, which had been saturated with spirits, and before the bottle had been thrown into the cellar, two lots of hay and straw had been pushed through the cellar window. There was attached to the bottle a fuze which had been lighted, but had apparently gone out. There was in the cellar a quantity of firewood, very near to which the bottle had been thrown, and if that had caught fire, the house must have been burnt down.

The machinery which this company used for brickmaking was constantly breaking down, the cause of which was unknown; but the nature and frequency of the injuries were such, that the injuries could only have been done by some persons employed on the premises, and no reason could be given for them, or for any of the above-mentioned outrages committed against persons in the service of this company, except that they made bricks by machinery. It was in consequence of the persecution to which they were subject, and which was attended with such serious loss to them, that the company gave up their business.

William Alfred Atkins was a machine brickmaker in 1862, Feb.
Cheetwood Lane, in Manchester; and after he had been repeatedly threatened because he made bricks by machinery, the roof of the engine house on his premises was blown off by gunpowder in February 1862. There was frequently something put into his machine, or the wheels of it, so that it often broke down; and sometimes the water had been let out of the boiler, so that it might blow up. His bricks had frequently been damaged. The men he employed were non-union men, some of whom had been severely beaten with sticks; and no cart could come to his yard, but it was watched, and the carters threatened. Atkins himself had received a letter containing a sketch of a coffin, and telling him to prepare for death.

A burner, named *Wood*, in the employ of Messrs. Atkins, 1863.
and who was a married man with a family, had a bottle full of gunpowder and slugs, with a fuze attached to it, thrown into his bedroom window, about 11 P.M., some time in 1863. He was then living in Cheetwood Lane, in Manchester. Fortunately, though in the room, he was not in bed at the time; but he heard the crash, and, seizing the bottle, he threw it out of the window, when it exploded outside the house. The slugs were found all round the place where the bottle had exploded.

In 1863 a carter, named *Wogden*, in the employ of 1863.
Messrs. Atkins, had his hay-stack set on fire. This same carter had on two separate occasions been fined 5*l.* by the Manchester Brickmakers' Union, and had been obliged to pay the money, for having wheeled machine-made bricks. If these fines had not been paid, he would not have been allowed to work anywhere in the district.

This system of terrorism and outrage went on for two or three years, till at last Messrs. Atkins and Co. were obliged to give up their business.

In 1863 *Messrs. Elliotson and Dickson* had six houses, 1863.
which they were building near Regent Road, in Salford, pushed down, because they were using machine-made bricks. The houses had been built up to the first story, when 50 brickmakers went one night, and levelled them to the ground. We have no doubt that this was done by members of the Manchester Brickmakers' Union. The machine-made bricks which Messrs. Elliotson and Dickson had been using had been made by Messrs. Atkins & Co.

The union district of Manchester and that of Ashton- 1863.
under-Lyne are, as alleged by the members of the Manchester Union, divided by the canal at Droylsden. The members of the Manchester Union will not allow any bricks to be brought out of Ashton into their district. *Messrs. Bates and Co.*, who were builders and brickmakers, had one yard on the Ashton side of the canal, in the Ashton district, and two yards on the Manchester side, in the Manchester district, about a mile from the canal; but the Ashton Union disputed the boundary between the two districts, and asserted that the two yards of Messrs. Bates and Co. were within their district. However, because Messrs. Bates and Co. had carted some bricks made by themselves in their yard on the Ashton side of the canal into their own yards in the alleged district of the Manchester Union on the other side of the canal, a large quantity of their bricks were in 1863 trampled upon and spoilt.

In April 1863 *John Lomas* was building some houses in 1863, April.
the Manchester district, with bricks made by machinery.

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James Kay, the delegate of the Manchester Brickmakers' Union, came to him and told him the union would "forgive him" if he carted the machine-made bricks back, and used only hand-made bricks in future. On Lomas refusing to comply with this demand, Kay replied, "If you do not send "them back again you may mark the consequences; I will "shift your head:" by which expression Lomas understood him to mean he would blow his (Lomas's) head off. Shortly afterwards the buildings on Lomas's premises were blown up, and set on fire by means of canisters full of gunpowder, which had been placed there for that purpose.

1863. In 1863, *Robert Ellerton*, a bricklayer, was building some houses in Crowther Street, Salford, with machine-made bricks, and had got them nearly a floor high, when at night the greater part of them were pushed down.

1864. In the spring of 1864 he was building some houses in Radnor Street, Manchester, and for that purpose was using bricks made by machinery as well as those made by hand, He was informed by James Kay, the delegate of the Manchester Brickmakers' Union, that measures would be taken to prevent him from carrying on his work, because he used bricks made by machinery; and the consequence was that Ellerton had to give up a contract he had entered into for building twelve houses in that street. It was proved that it was better for a bricklayer to use machine-made bricks, as they were cheaper, and there was not so much waste in them.

Mr. Bramall was the contractor for the Assize Courts at Manchester, and employed men belonging to the Manchester Union. In April 1864 a strike took place among the bricklayers' labourers; and then the bricklayers themselves, and afterwards the joiners, also struck. The places of the men who had thus struck were filled up by non-union men, Members from the unions of the joiners, the bricklayers, and the labourers, (all of which unions were at Manchester) picketed the men at work with Mr. Bramall; and, on the

1864, May 22nd. 22nd May 1864, three of the bricklayers, *Wilfred*, *Ratcliffe*, and *Upton*, (who were union men, but who had stayed on when the others had left, and were at work at the Assize Courts), were waylaid as they went home, and very much injured. Two of the men, John Nolan and Thomas Daly, who had committed the assault, were taken up for it, and sent to be tried at the sessions. However, before the trial came on, the main witness—viz. Wilfred, who had been very badly used—was got out of the way, and taken up to London by some members of the Bricklayers' Union. The father of another witness, George Henry Carr, was paid ten guineas by some members of the same union to induce his son to refuse at the trial, to swear to the identity of Nolan; and Nolan was consequently acquitted. Ratcliffe and Upton, the other two men who were assaulted, were also taken up to London by members of the same union, and got out of the way by the time the trial came on.

Daniel Callaghan, a bricklayers' labourer, had belonged to the union; but, because he could not pay the levy, which was 2*s*. 3*d*. every Saturday night, he was turned out of it. He was, by order of the committee of the Bricklayers' Union, stopped at his work; and on one occasion John Nolan, the delegate of the Bricklayers' Union, threatened to throw him into some boiling lime, and endeavoured to put his threat into execution, but was prevented doing so. Callaghan was afterwards violently assaulted, his eye much injured, and his teeth knocked out. From the injuries he received, from which he never quite recovered, he was for some time unable to do any kind of work, and he could not even walk in the streets without fear of being assaulted by the union men. Before some of the men, who had committed the assault, could be apprehended, the union paid the passage of one of them to America, and another left Manchester.

1864, May. *Benjamin Armitage* was in 1864 building a new mill in Pendleton with machine-made bricks. He employed a watchman named *George Goodie*, on his premises. About 12.30 P.M. in May 1864, Goodie was attacked by 20 or 30 brickmakers. They pulled the newly-built walls of the mill down, and severely beat and injured Goodie, saying at the same time that they meant to kill him. Goodie was so injured that he was unable to work at all for 16 weeks, and has never recovered from the injuries he then received.

1864, June. *George Taunton*, a master brickmaker, whose works were in the Manchester district, in June 1864 had some bricks spoilt, for which he could not in any way account, except that he had strongly advocated bricks being made by machinery.

1864, June. *John Ashworth*, a master bricklayer, who carried on his business at Salford in the Manchester Union district, had in June 1864 a large quantity of bricks destroyed. There was no doubt that this outrage was committed by the members of the Manchester Brickmakers' Union; and the only reason why it was committed was because one of his sons, who was working for him, was not a member of the union, though all the other men who were working for him, including another son, were so. In addition to this destruction of his property, all the union men (excepting his son) left his service. A man named Patrick Cullens, was taken up on suspicion of having been concerned in the destruction of Ashworth's property; and for that reason two members of the union, named George Mannering and James Kershaw, came to Ashworth and told him that he must pay 50*l*. to the union before he should be allowed to make any more bricks. Ashworth refused this demand, and from not being able to get any union men to work for him he employed non-unionists, and began to make bricks by machinery. The brickmakers and bricklayers then combined against him, and he could find no market for his bricks. This combination extended over the whole of the Manchester district, but not beyond it. This state of things continued till August 1865, when Mr. Ashworth received the following letter:—

To Mr. Ashworth,

Dear Sir, Friday Morning, August 15, 1865.

I think it my duty to inform you that at a meeting of the Operative Brickmakers, held in their own hall yesterday, there was a committee appointed to consider the best means of shooting you, or otherwise putting an end to your existence. In writing this I put myself in quite as much danger as yourself, if it should come to the knowledge of this society of ruffians, and so beg that you will not let my trouble be thrown away, but put yourself upon your guard at once. Now, considering that I have done my duty, I beg to subscribe myself

A Well-Wisher.

P.S.—If you should value this communication any, please advertise the receipt of it in to-morrow's "Guardian" in the following words:—"Received, Well-Wisher's Letter.—J.A."

1865, Aug. 13th. There was a man of the name of *John Parkes*, who, in height, size, and dress, very much resembled one of Mr. Ashworth's sons. About 10 days after Mr. Ashworth had received the above letter—viz., on the 13th August 1865—about 11 P.M., Parkes was walking on the road, about 70 yards from Mr. Ashworth's house, when he was attacked by three men, and violently beaten on the head and elsewhere, so as to be rendered insensible for nine days. All the front of his head, and the whole of his left side, from the head to the foot were injured. His eye, from the injury to which he has not recovered, was cut open. These injuries seem to have been done with a bottle, which was found near the spot, broken into many pieces. Another bottle was also found full of blasting gunpowder, with a fuze attached to it.

In consequence of what had happened, and his continued inability to sell his bricks, Mr. Ashworth gave up his business.

1866. The township of Whitefield is out of the Manchester district, but is the next township to it, and there is a bricklayers' union in that township. *Edward Hindley*, a builder, had in 1866 a contract for the bricklayers' work in constructing the Prestwich Reservoir. The work to be done was in the Manchester district, and he was using Manchester bricks. His workmen belonged to the Whitefield Union, and he had a boy, of the age of 17, who worked for him. The members of the Whitefield Union at first complained that the boy had not been bound as an apprentice; and said that unless he became one, all the men should leave their work. Upon this Hindley had the boy bound to him. The Whitefield Union men then said that the boy was too old, and that no one should be bound as a bricklayer's apprentice who had passed the age of 15. The men accordingly stopped work, and the Whitefield union men persuaded the Manchester Union men, both brickmakers and bricklayers, to prevent Hindley having any more bricks in the Manchester district.

1867, Feb. A man named *James Dalton*, who was a married man, with a family of children, and had ceased to be a member of the union, had been severely beaten by members of the Manchester Union, and threatened to be thrown into a lime-pit for having carried bricks made by machinery. From the threats which were constantly made against his life, he had been compelled to leave Manchester for a twelvemonth. He

returned, however, to Manchester in February 1867, when he was again beaten severely by members of the Manchester Union. On one occasion, when some members of the Manchester Union had come to his house for the purpose of beating him, and had not been able to find him, one of them struck his daughter, a little girl between 11 and 12 years of age, on the face with his fist, and knocked her down. In consequence of the persecutions to which he had been subjected by the members of the Manchester Union, he had been unable to get work in Manchester.

Dalton obtained a warrant against Fyland, the man who had threatened to throw him into a lime-pit, but Fyland absconded. Thomas Riley, who had severely beaten Dalton, was apprehended and sentenced to one month's imprisonment: and John Riley, Murray, Deffly, and McLaughlin, who also on another occasion had assaulted Dalton, were bound over to keep the peace. Fyland and all the men who had committed these assaults were members of the Manchester Bricklayers' Labourers' Union.

1867, July 6th. *Messrs. Nasmyth and Co.*, engineers at Patriscroft, whose works are in the Manchester district, were unable to procure bricks suitable for their purpose in that district, and accordingly sent to procure some from another. They were informed by members of the Manchester Union that no bricklayer would be allowed to set bricks which had been brought into the Manchester district from any other. Messrs. Nasmyth and Co. then determined to make bricks for themselves with clay on their own property, and for that purpose employed a man named Twigg, who was not a member of the union. They were told that they should only employ members of the union, and that, if they did not do so, they must take the consequences. Twigg was offered 5*l.* to leave their service, which he refused to do. On the 6th July 1867, Messrs. Nasmyth and Co. had some bricks destroyed by being trampled upon.

We have no doubt that these outrages were all promoted and encouraged by the Manchester Brickmakers' and Bricklayers' Unions.

Colliers' Unions.

7 March. Mr. John Knowles was the managing partner of a firm who were colliery proprietors at Pendlebury, which is about four miles from Manchester. There is a trade union among the colliers at Little Lever near Bolton, and the firm of *Messrs. Knowles* had not for the last 20 years employed union men. They had collieries also at Pendleton, Edge Croft, Clifton Hall, Clifton Moss, Stone Clough, Little Lever, Ratcliffe, and the Cleggs, near Rochdale. The hands in their employ were about 3,000 altogether. In November 1866 about 1,400 men left their service, and joined the union. At that time the colliery trade was in a depressed state, and the firm sent to other parts of the country for hands. They obtained about 300 men from Staffordshire, and 200 from Cornwall. The union men who had left the service of the firm had been tenants of cottages belonging to the firm; and as their tenancies could not be immediately determined, Messrs. Knowles prepared beds, and the necessary accommodation for the new hands, in their works and store rooms at Pendlebury. In March 1867 one of the store rooms there was set on fire; and, had not the fire been immediately discovered, the loss of hundreds of lives must have been the consequence. The store room, in which the fire took place, was full of oil, tallow, and hemp; and in the room adjoining, some of the new-comers were residing. Close to the spot where the fire had taken place, was a gasometer, with a large pressure of gas on it; and not very far from that, was a powder magazine, containing about a ton of gunpowder, and also a room in which gun cotton was kept. We have no doubt, from the evidence, that this was the work of an incendiary, and that it took place in consequence of the dispute with the union. As it was, the damage done was about 800*l.*

William Holford was one of the new hands employed by Messrs. Knowles. Between 11 and 12 o'clock at night a bottle, full of combustible materials, was thrown into the bedroom where he and his wife were sleeping. The bottle exploded, but fortunately did no injury. Holford had previously been frequently called "knobstick," and had been told by the union men that he should rue having come to Pendlebury.

Other non-union men in the employ of Messrs. Knowles were much insulted by the union men, and some of them were seriously injured. One man, *Henry Jones*, was knocked down and rendered senseless, and cut under the eye; and another, *Matthew Bodling*, was knocked down, and left for dead on the ground. His ear was split open, his skull knocked in, and his cheek bone broken; he was also severely kicked on his side. From the effect of these injuries he is never likely to recover.

The strike of the men in the employ of Messrs. Knowles cost the union about 16,000*l.* Many of the union men were allowed by Messrs. Knowles to return to their employment, but only on condition that they would give up all connexion with the union; and at the time of our enquiry about 80 of those who had gone out on strike were still out of work, and receiving pay from the union.

Manchester Warpers' Union.

Charles Mason was a warper, living at Newcastle Street, Hulme, in Manchester; and there is a trade union of warpers at Manchester. Mason taught his wife and two of his sisters to warp. The members of the Warpers' Union remonstrated with him for this, and said they would not permit it, as it was against their rules to allow women to warp, for, if women were introduced into their market, the wages of the men would be reduced. In November 1857, about 11 P.M., Mason was persuaded to go into a public house in Manchester, where he found several members of the Warpers' Union. They offered him some ale, but on observing that the colour of it was unusual, and also that there was some sediment in it, his suspicions were aroused, and he refused to drink it. He then left the public house, when the men followed him, one of them, named Doherty, forcing himself into conversation with him as he walked along the street. When he got near his own house, and was still in the street, a rush was made at him, and a man named Hall threw vitrol into his eyes. He suffered great pain, and for 12 months was unable to do any work at all. Hall and Doherty, both members of the union, were tried at the Liverpool Assizes for the offence; and, on being found guilty, Hall was sentenced to six years' penal servitude, and Doherty to four years'. In April 1861 Doherty was released, having completed his term of servitude; and a few days afterwards, without any application from Doherty, it was resolved by the union that a sum of 20*l.* should be given to him. In accordance with this resolution, the president of the union, at a meeting, when not less than 100 members were present, gave to Doherty the 20*l.* 1857, Nov.

The Oldham Operative Brickmakers' Union.

James Wrigley, a brickmaker at Oldham, was employing a burner who was not a member of the union. In consequence of this, all his other men, who were members of the union, left his service; and shortly afterwards, in 1858, his shed was set on fire, and some of his barrows and planks were burnt. He had also needles put into his clay, and his bricks spoilt. The consequence was, that he turned away the non-union men in his service, who had done him no damage, and took into his employ union men, to whom he attributed the injuries he had received. He has never been disturbed in any way since. 1858.

John Holt, who carried on business as a master brickmaker, at Royton, near Oldham, in 1859, had bricks destroyed, and needles put into his clay, for having employed non-union men. Those who did this outrage also collected all the tools, barrows, &c., they could find on Holt's premises, put them together into a shed, and then set fire to the shed. Some of Holt's workmen were seriously injured by trying to work the clay after the needles had been put into it. 1859.

We have no doubt, from the evidence, that these outrages were done by members of the Oldham Union.

John Smethurst, who was a master brickmaker in the Oldham district, had bricks destroyed in 1859 and 1860, for having employed non-union men. From the annoyances and injuries which were done him to from time to time, and from being kept continually in dread of something happening to himself or his property, he gave up his business in 1862, and has ceased to continue in the trade. 1859 and 1860.

Isaiah Greaves, a master brickmaker in the Oldham district, took into his employ a man named Davenport, who had left the Oldham Union in consequence of having been fined. The members of that union came to him several times, and demanded of him that Davenport should be discharged from his service, but he refused to yield to their demand. In consequence of this refusal by him, Greaves in 1858 had his bricks destroyed, and needles put into his 1858.

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clay; and in October 1859 a grenadé was thrown at him just as he was going into his house. It took a part of his trowsers, stocking, and a portion of his skin away, but, fortunately, did not do him more damage. The grenade was found to have contained knife-blades and horse-nails, and various sharp instruments. In 1863, when he was still employing Davenport, Greaves had his engine-house blown up. Those who did this outrage had taken off the cylinder top, and had put down a can of powder inside the cylinder, with a fuse attached to it, and had then screwed the cylinder down again.

1859.

1863.

In consequence of the demand that had been made upon Greaves to discharge Davenport, and of what had happened to him, a meeting of the master brickmakers took place, when they determined no longer to employ union men, and accordingly discharged all the union men in their service.

1859, Sept. *John Brooks* was one of the master brickmakers who had been party to this resolution, and had acted on it by discharging the union men in his service on the 17th September 1859. Afterwards, and in that same month, he had two stacks of hay set on fire, about 12 o'clock at night; but fortunately the fire was seen, and, on an alarm being given, was put out. In several places near the stacks were found lucifer matches and chips put together; and in the same field, where the stacks were, a card with the name of John Barker on it, a member of the Oldham Union, was discovered.

1859. In October or November of the same year some cows belonging to John Brooks were poisoned. One of the cows was opened and examined, and was proved to have died from poison; and in the field where the cows were, were found a number of cakes, which, upon being analysed, proved to be made of meal or bran and water, mixed with arsenic.

1860. In the following May, Brooks also had a quantity of bricks spoilt, and needles put into his clay.

We have no doubt that all these outrages were committed by members of the Oldham Union.

The Bolton Joiners', Masons', and Bricklayers' Unions.

1866, May. *Jonah Thompson* carried on business as a builder at Bolton. In 1866 he had employed a man named Caton as a mason. Caton came to Thompson on the 15th May 1866, and demanded his wages before, according to the usual course of business, they were due. He came with another man, named Williams, also a mason, who had never been in the employ of Thompson, but who, nevertheless, demanded money of Thompson. The reason they gave for this demand was, that they wanted money to go on a "spree." Upon Thompson's refusing their demand, they collected a crowd of 300 or 400 persons in the street opposite his premises, and caused a great disturbance. Caton and Williams were taken up before the magistrates, and bound over to keep the peace. It appeared that Caton and Williams were members of the Masons' Union, and in consequence of the proceedings against them there was a strike of the masons in Thompson's employ.

1866. In 1866 Thompson had also employed a man, named Clarkson, a member of the Builders' Union, who, about the 13th June 1866, on being discharged from Thompson's service in the middle of the week, demanded the immediate payment of his wages. Thompson refused to pay him before the usual pay day at the end of the week. Thereupon Clarkson assaulted Thompson's wife and knocked her down. For this assault Clarkson was sentenced to a month's imprisonment. In consequence of the prosecution of Clarkson, and of the previous proceedings against Caton and Williams, delegates from the joiners', masons', and bricklayers' unions drew off from their work about 44 of Thompson's men, and his premises were picketed. Thompson then supplied the places of the men who had left him by non-union men, who were exposed to much insult and injury. One of these men, *Charles Harris*, had his head cut open with a brick. The man who committed this assault, and also Charles Harris, were got out of the way by the bricklayers, so that no one was prosecuted for it. Thompson also stated, that at the time of the Inquiry both himself and his men were annoyed and threatened, wherever they went, by members of the joiners', masons', and bricklayers' unions.

There is a general union of joiners, called the "Operative Carpenters' Union," which extends all over the country, and consists of about 10,000 members. There are lodges belonging to the general union, in the different towns in England where there are joiners. In Bolton there are two lodges, as there are a great many joiners there. The committee of the general union, consisting only of a dozen members, meet in Manchester. The members of the committee are elected within a radius of six or seven miles of Manchester. At certain meetings, which are called delegate meetings, delegates are sent from the different lodges to represent them. The men who are members of the lodges or of the general union are not allowed to work with any men who are not at all events members of some union. The Joiners' Union, *i. e.* the general union, paid the men who picketed Thompson's premises. It was attempted to refer the dispute between the several unions and Thompson to a mediator between the parties, but the attempt failed; the unions demanding that all the expenses arising from the strikes, which appear to have amounted nearly to 1,000*l.*, should be paid by Thompson, and also that he should make an open acknowledgment that he was wrong.

The Bolton Self-acting Minders' Union.

The men who mind the self-acting mules in the spinning yarn trades are called self-acting minders. There is a trades union of them at Bolton. This union at Bolton is connected with other unions of the same sort, of which the central place is Manchester. There is a meeting at Manchester, every three months, of delegates from the several unions of minders. The delegates come from numerous places throughout the country where the unions exist. Cheshire, Yorkshire, and Derbyshire, besides Lancashire, were mentioned as the principal counties from which delegates are sent. These unions are all amalgamated. They will not allow a man to work below a given rate of wages, nor any of their members to work with a non-union man. If a master employs non-union men, he is put down as a "black," and then, it was added, "no respectable" man would go near his shop.

Messrs. John Thomason and Sons had a cotton mill at Bolton; and on the 15th of December 1866 the self-acting minders in their employ, who were members of the union, turned out of work, upon some complaint that the cotton was not good, and that they could not make good work of it. The number of men who thus left was 21, and Messrs. Thomason got in their places 21 hands who were non-union men. The consequence was that the premises of Messrs. Thomason were picketed, and every attempt was made by intimidation to prevent the non-union men from working. One of the non-union men, named *Winward*, was used very badly, being beaten by the unionists, and much hurt. Another, named *Mason*, was insulted and threatened with violence; and some stones, of about two or three pounds weight, were thrown between 2 A.M. and 4 A.M., through his bedroom window, but fortunately no damage was done to him or his wife, as, from their apprehension of danger, they were then sleeping in another room. 1866.

The Bolton Ironfounders' Union.

There is at Bolton a society which is called the Little Bolton Branch of the Ironfounders' Society of Great Britain and Ireland. There are general meetings of this society, both quarterly and special, and they are governed by an executive committee of the whole society in London. This committee is elected by seven branches of the society near London. The governing branch elect two members; Greenwich, one; East London, two; North London, one; and Chelsea, one. There are altogether about 107 branches, which exist throughout the country, in England, Wales, and Ireland. The rules of the society are, however, made at a meeting of delegates, which takes place about every five years, sometimes in London and sometimes in Manchester. There was a special general meeting of the society at Bolton, on the 1st of August 1866, at which it was resolved that there should be a demand for a rise in wages.

Jonathan Edge was an ironfounder in Bolton, and employed about 70 hands in 1866. In August of that year, in consequence of that resolution, a demand was made by the men in his employ for a rise in their wages. Mr. Edge refused to give it; and consequently the men in his employ, who were unionists, left his service. Their places were supplied by non-unionists, who were insulted and intimidated by the unionists upon every occasion. The premises of Mr. Edge were picketed, so that it was difficult for the non-unionists to get to their work; and for that purpose they had to be escorted by the police. Some of the non-unionists were assaulted, and one of them, named *Atkinson*, was very severely beaten and ill-used by a member of the union.

At the latter end of 1866, Mr. Marsden, of the Britannia Foundry at Bolton, gave his men notice that he should reduce their wages 2*s.* a week. The case was brought before the society at Bolton, who sent it up to the executive committee of the Ironfounders' Society in London. The committee there investigated it, and ordered the men to leave Mr. Marsden's service, which they did. Mr. Marsden at first withdrew his notice of reduction of wages; but afterwards, in consequence, it was stated, of some resolution of the masters, gave notice again for a reduction of wages, and the union men left his service.

There is a General Masters' Iron Association, the Lancashire Branch of which is in Liverpool. Mr. Marsden, on his men (about 32 in number) leaving his service on account of the reduction of wages, sent the names of these men to the secretary of the Lancashire Branch at Liverpool. The consequence of thus publishing their names was, that many of them were unable to get employment, and there were said to be 14 of these men who were at the time of this Inquiry out of work, and receiving pay from the union.

The Bolton Tailors' Unions.

There are two societies of tailors at Bolton (No. 1. and No. 2.) which are branches of a General Amalgamation Society. The General Amalgamation Society holds it meetings at Manchester. In about 80 towns there are branches of the General Society, to which they subscribe. London has a separate Amalgamation Society of its own, and forms no part of the one which meets at Manchester. The subscription to the General Amalgamation Society at Manchester is 3*d.* a member per quarter; the contribution to the Branch Society at Bolton is 4*d.* a week. The funds of the branch are entirely at their own disposal. If a master wishes to reduce his wages, the matter may be brought before the branch, and they may direct a strike; but the proper course is to obtain the sanction of the Amalgamation Society. If a resolution is passed that a certain shop is to be "in block," as it is called, all the union men are drawn off, and no one is allowed to work for the offending master. In one of the books of the society were found the following entries:—"April 1867.—That the men "be called from Mr. Roscoe's and Brook's shops until the "machines* be dispensed with." "That 300 bills be printed "and circulated of the names of those who would not com- "ply with the wish of the society." These bills were said to have contained the names of four men, and were published and sent round to the various towns within 12 miles of Bolton, with the object of preventing any members of the union from working with those men. It was stated that the reason why the union men were drawn off from Mr. Roscoe's was that the other men, who were working there, would not tell the union what wages they were getting. The union also regulates the hours at which their men should work. There was another entry in the following words:—"Moved, that the hours of work be from 7 A.M. to 7 P.M., and on Saturdays from 7 A.M. to 2 P.M." That resolution was passed because some men were working 20 hours a day, while others could not work 10 hours a day. Another entry, on 27 March 1867, was "that the society do not recognize machines," which was carried; and another that "masters dispense with machines on 6th April." It was, however, stated that in the following July the opinion of the union was altered on the subject of machinery, and that the union men were allowed to work with masters who used machinery, provided they got what the union considered to be proper wages, and worked in proper hours.

1866. Mr. Horrocks is a tailor carrying on business at Bolton. A strike took place among his men in November 1866, the reason of which was as follows. There are, as has been mentioned above, two branch societies of tailors in Bolton, No. 1. and No. 2. Mr. Horrocks employed men belonging to both these societies. No. 1. society struck because Mr. Horrocks employed men belonging to No. 2.; then the two societies met, and settled which should be a No. 1. shop and which a No. 2. throughout the town. It was settled that Mr. Horrocks should employ No. 1., though No. 2. wished to work for him. Under these circumstances Mr. Horrocks employed non-union men. A strike therefore took place, and Mr. Horrocks's shop was picketed by men from both No. 1. and No. 2. The non-unionists were insulted and assaulted; and one man, John Campbell, was sent to prison for a month for throwing stones and hitting one of the non-unionists. The violence and systematic intimidation were such that the police had to be employed to protect the workmen; and this state of things continued for about eight or 10 weeks.

We have now given a statement of the principal cases which came under our notice.

We report that there has not occurred during the last 10 years, within the district over which our enquiry extended, any act of intimidation, outrage, or wrong, promoted, encouraged, or connived at by any association of employers.

The outrages which we have related, and which rendered life and property insecure, were in our opinion, all of them instigated and sanctioned by the several unions in the districts in which they were respectively committed. They were all deliberately planned and executed in furtherance of a system, which had for its object the subjection of both masters and men to the rules of the union, and the destruction of the freedom of labour.

When the conduct of any master as to the mode in which he carried on his business, or as to the men he employed, was opposed to the regulations of the union, it was brought before a general or a special meeting. Sometimes a resolution was passed that the outrage should be committed. But, whether there was a distinct resolution to that effect, or the opinion of the meeting was unmistakeably ascertained, the measures to be adopted for carrying out the known purposes of the union in this respect were usually left to the officers of the society, who had the union funds at their disposal for this object. There was no difficulty in finding persons ready to carry out such a purpose, whatever crime it might involve. The officers of the union usually selected one "trusty" individual, with whom the contract for the special service was made, and who found the men to perpetrate the outrage, and paid them for it.

The largest sum we found to haave been paid for such a purpose was 20*l.*, and the share which fell to the lot of each man engaged in the transaction was generally about 1*l.*, though the amount varied, and was often more. James Kay, the member of the Manchester Union, whose name has been already mentioned, was said to have been constantly employed for this purpose; indeed, one witness said that Kay did nothing else, and lived only by such employment. This man, James Kay, absconded on the first morning the Commission met at Manchester; and, though every means have been used for his apprehension, he has never since been heard of. In several unions of the brickmakers, as we have already mentioned, the books relating to the accounts and the proceedings of the unions were destroyed, in order to prevent an examination of them at the time of our inquiry, and, of course, we are unable to say what entries those books contained. But, in the books which were produced before us, we found that the money paid for these outrages was frequently entered in the cash book as for "Certain expenses;" in other cases a sum total was put down in the money column without any explanation for what the money had been spent; and these modes of making up the accounts seem to have been so well understood that the auditors never objected to them, put passed the accounts.

The account books, as well as the minute books, were always on the table at the regular meetings of the union when business was conducted, and open to the inspection of the members; and, though few may have taken the trouble to inspect them, we have no doubt, that the expenditure of the money, and the object for which it had been made, were well known to every member of the union. It is but too evident that the members of the different unions which came under our notice considered that the outrages we have mentioned had been perpetrated, and the union money had been spent, in the promotion of a system which they sanctioned and upheld.

Dated this 10th of February 1868.

Percival A. Pickering.
Thomas I. Barstow.
George Chance.

* The machines alluded to were sewing machines.

D.

ANSWERS TO PAPER OF QUESTIONS ADDRESSED TO SECRETARIES OF TRADE SOCIETIES.

D. ANSWERS TO QUESTIONS TO SECRETARIES.

Of the subjoined PAPER OF QUESTIONS 332 copies were circulated by direction of the Commissioners amongst Secretaries of Trade Societies in various parts of the country. In reply, answers were received from the 45 societies named in the list, which will be found at the end of the Paper of Questions. For the sake of convenience the answers are given in a tabular form.

PAPER OF QUESTIONS.

ORGANIZATION.
OBJECTS OF UNIONS.
WAGES.
HOURS OF LABOUR.
CUSTOMS OF THE TRADE.
APPRENTICES.
PIECEWORK.
SANITARY AND OTHER OBJECTS.
GENERAL EFFECTS OF UNIONS.

Organization.

1. What is the name of your society, and the area or district within which it operates?
2. How far is it an association of local and smaller unions or branches?
3. When, and under what circumstances did the union or association originate?
4. Are there any matters in its history which you consider to be of importance in this inquiry; if so, will you point them out?

Objects of Unions.

5. Will you forward copies of all rules of your society, printed or written, and of any local byelaws, which your society has ever recognized as binding, or countenanced in any way?
6. What unwritten or understood custom in your trade, whether local or general, is there which the society endeavours to enforce?
7. In what manner does the union take cognizance of any such unwritten rule or custom?
8. Describe the machinery of government, and the mode of management in use?
9. What is the staff of officers employed, and the scale of their remuneration?
10. Will you forward a return which will show in a succinct form the following matters :—

a. Number of actual members, and the growth of the society during the last (10) years.
b. Amount of subscription per member.
c. Gross income of the society.
d. Total yearly cost of administration.
e. Amounts expended in each of the three last years under the following heads :—

Sick fund;
Burial fund;
Superannuation fund;
Accidents to person and to property;
"Tramps," or members seeking employment;
Donations to members out of employment:
Distinguishing
{ Through trade disputes;
{ From other causes;
Other benefits or objects (if any);

f. Amount of reserve fund (if any).

11. Explain the mode in which these benefits or objects are secured in practice?
12. What proportion do the members of the unions in your trade within your district bear to workmen who are not members?

Wages.

13. What is the principle or policy which your society aims at establishing with respect to wages?
14. What is the mode of operation by which it deals with this question?
15. Can you refer to any instances in which you consider that your society has, directly or indirectly, obtained a rise or prevented a fall of wages? If so, by what means?
16. Can you furnish any table of the average or recognized rates of wages in your trade at various dates during the last (10) years, so as to show the fluctuation in wages?
17. Will you mention the course which the society has adopted with respect to these fluctuations, and in what instances do you consider that it has affected them, and how?
18. What is the mode of operations when the society as a body takes a part in a strike or lock-out?
19. What is the policy which has generally been adopted in such trade disputes with respect to non-members?
20. Will you state briefly the origin and result of every strike or lock-out in your trade within the last (five) years in which more than 50 men have been thrown out of employment?
21. Can you adduce any proofs that your society has had any effect in equalizing wages either over different localities or over a period of time?
22. Does your society, or any local branch of it endeavour to enforce on its members or on employers either a maximum or a minimum rate of wages, or any equality in wages for each workman; and if so, by what means?

Hours of Labour.

23. What rules, written or unwritten, respecting the hours of labour does your society recognize?
24. In what way has it attempted, and in what instances has it succeeded or failed in the attempt to regulate hours of labour?
25. What policy does it follow with respect to overtime, to a maximum day of labour, and to Sunday labour?
26. Can you supply any table showing variations in the hours of labour in your trade over the last (10) years, and can you state whether the society has in any manner affected these variations, and by what means?

Customs of the Trade.

27. What are the principal customs, local or general, observed in your trade?
28. Are any trade rules agreed to by employers and employed in force in your trade? How did these (if any) originate?
29. Are there any rules recognized by your society which operate principally to diminish the work accomplished by each workman?
30. Do you consider that the existence of a code of rules agreed on between employers and employed operates beneficially to both? Can you give examples to illustrate your opinion?
31. In what way would you suggest that the more frequent adoption of such a code of rules could be best attained?

Apprentices.

32. What rules, written or unwritten, does your society recognize with respect to the admission and the employment of apprentices?
33. Does it attempt to limit the number of apprentices? If so, with what object and by what means?
34. Does any custom or understanding exist in the trade respecting the wages, the mode of hiring, or the kind of work to be done by apprentices; and if so, on what grounds are any such customs maintained?

Piecework.

35. What rules, written or unwritten, does your society recognize with respect to piecework?

Sanitary and other Objects.

36. What rules or customs, written or unwritten, does your society recognize or endeavour to maintain respecting the following matters :—

a. Practices having reference to the safety and health of the workmen.
b. The employment of women and children in your trade.
c. The period of hiring the workmen.
d. The abolition of the truck system.
e. The employment of unskilled workmen upon skilled work.
f. Special methods of working.
g. "Tramping," members in search of employment, and locomotion of workmen.

37. On what grounds do you consider any such rules or customs to be beneficial ?

General Effect of Unions.

38. Do you consider that the members of the unions in your trade belong to the more intelligent and industrious portion of the workmen ? Can you adduce any evidence in support of your opinions ?

39. Do you consider that the union tends to promote the efficiency of workmen, and the good quality of work done ; and can you give any proof in support of your opinions ?

40. What do you regard as the chief defects of unions, and how do you consider these defects may best be remedied ?

41. In what manner does your society enforce its rules and make its influence felt on defaulting members and on non-members ?

42. Can you bring any instances or evidence that your society has done its best to stop or discourage illegal practices or acts of intimidation or annoyance ?

43. What are the cases within the last (10) years in which your society, or any person in the character of its agent or officer, have been parties to or have taken active part in proceedings before any legal tribunal ?

44. Is your society, or any branch of it, ordinarily recognized by the employers, or by associations of employers, in your trade, and is it dealt with by them as being a representative body ? On what occasions has this been done ?

45. What precautions, if any, has the union adopted to protect its property from being embezzled or otherwise improperly dealt with ?

46. On what occasions within the last (10) years has the society suffered from the acts of embezzlement or improper dealing of any of its officers ?

47. What alterations in the state of the existing law on this subject are you prepared to suggest ?

48. What amounts within the last (10) years has your society expended in benefits and in trade disputes respectively ?

To these QUESTIONS answers were received from the following SOCIETIES :—

I. Rotherham and Masborough Stove Grate Fitters' Benevolent Society.
II. Sickle and Hook Forgers' Society, Ridgway, near Chesterfield.
III. Nottingham United Operative Brickmakers' Society.
IV. United Hollow-ware Pressers' Trade Protection Society, Hanley.
V. Edge-tool Forgers' Misfortune and Funeral Society.
VI. London Unity of Hammermen.
VII. United Society of Cork Cutters, Sheffield Branch of the.
VIII. Pen and Pocket Blade Forgers' Society, Sheffield.
IX. Scissor Grinders' Trade, Sick, and Funeral Society, Sheffield.
X. United Society of Leather Shavers.
XI. Scottish National Association of Operative Tailors.
XII. Amalgamated Society of Operative Bakers, Preston Branch of the.
XIII. Alliance Cabinet Makers' Association, London.
XIV. Steel Fork Forgers' and Manufacturers' Society, Sheffield.
XV. Sons of Vulcan United Society of Smiths and Strikers.
XVI. Macclesfield Silk Weavers' Friendly and Trade Society.
XVII. United Composition, Glass Frame, and Ornamental Trade Society, London.
XVIII. North of England Amalgamated Association of Beamers, Twisters, and Drawers.
XIX. Metropolitan Operative French Polishers' Society.
XX. Friendly Operative Bricklayers' Accident and Burial Society.
XXI. Cabinet Case Makers' Union, Sheffield.
XXII. London Society of Coach Wheelwrights.
XXIII. Preston Operative Painters' Friendly and Trade Society.
XXIV. Co-operative Society of Journeymen Cloggers', Preston Branch of the.
XXV. Perseverance Society of Carpenters and Joiners, London.
XXVI. Northern Counties Association of Operative Cotton Spinners.
XXVII. United Society of Journeymen Curriers of Great Britain and Ireland.
XXVIII. Framework Knitters' Labour Protection Society, Leicester.
XXIX. Three-framed Branch of Frame-work Knitters (by Hand Labour) Society.
XXX. North Lancashire Power-loom Weavers' Association, Preston Branch of the.
XXXI. "Three Doves" Gilders' Society, London.
XXXII. Union Society of Gilders, London.
XXXIII. Associated Ironworkers of Great Britain.
XXXIV. Amalgamated Saddlers, Harness Makers, Bridle Cutters, Army Accoutrement Cutters and Makers, &c., Trade Society.
XXXV. Provident Society of the Work-board Branch of the Scissor Trade, Sheffield.
XXXVI. Amalgamated Society of Shuttle Makers of Lancashire, Yorkshire, and Cheshire, No. 3 Branch of the.
XXXVII. Amalgamated Society of Silk Twisters.
XXXVIII. Provincial Typographical Association.
XXXIX. Manchester Typographical Society (Branch of the Provincial Typographical Association.)
XL. Preston Branch of the Typographical Association.
XLI. Association for the Relief of Unemployed Travelling Printers on the Mileage System.
XLII. French Polishers' Trade Association, London.
XLIII. Friendly Society of Ironfounders of England, Ireland, and Wales.
XLIV. Operative Bakers' National Association of Scotland.
XLV. London Consolidated Society of Journeymen Bookbinders.
XLVI. Friendly Society of Operative House Carpenters and Joiners of Great Britain and Ireland, Nottingham Branch of the.
XLVII. "King's Arms" Gilders' Society (London).

D.
NSWERS TO
JESTIONS TO
ECRETARIES.

Name of Society.	Organization and Objects.													Reserve Fund, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
I. Rotherham and Masbro *Stove Grate Fitters'* Benevolent Society.	Rotherham and Masbro'	None. Rules of United Kingdom Alliance of organized trades recognized.	Re-established in 1864.	A hope of improving the condition of its members whose wages were very low.	To relieve members thrown out of work from no fault of their own and to grant allowances on death of members.	Rules. —— Staff— 1 president. 1 vice-president 1 treasurer, 1 secretary, 5 committeemen; none paid at present.	20, decrease of 9.	1 to 18 or 20.	The proceedings of the union have been carried on in a secret manner for fear the members would be thrown out of work were it known that they belonged to a trade society.	6*d.* per week.	Since Sept. 1864 about 24*l.*	- -	Several grants made in support of the file trade and iron-workers' strikes in 1866.	- -
II. *Sickle and Hook Forgers'* Society.	Ridgway near Chesterfield.	None	1836	A desire to relieve the unemployed and to get an advance of wages.	To grant allowances to members out of employment on account of scarcity of work or from any other cause, free from fault on their part, which may be deemed "legal."	"Rules and orders." —— Staff— A committee of seven for each district, meeting fortnightly. Secretary only paid (a small salary).	190	10 to 1	Treated as a representative body in cases of dispute.	6*d.* per week more or less.	- -	35*l.*	Donations to members out of employment through scarcity of work:— £316 1 0 111 13 0 187 18 0 —— £615 12 0 ——	- -
III. Nottingham United Operative *Brickmakers'* Society.	Nottingham. and 6 miles round.	None	1866	Oppression of masters.	To raise a fund for the sole purpose of preventing a reduction of wages or an infringement on the rules.	Rules. ——	120	- -	Recognized as a representative body by employers.	3*d.* per week.	78*l.*	2*l.* a year to secretaries.	No expenditure as yet.	- -
IV. United *Hollow Ware Pressers'* Trade and Protection Society.	Hanley and 7 miles round.	None	1863	To abolish annual hiring. Good from oven; abuses in biscuit warehouses. Allowance system. Low wages. Tyrannical treatment.	"To protect the rights and interests of labour in connexion with the branch of Hollow Ware Pressers, and as much as possible to co-operate with the other branches compatible with its own interest for the same object."	Printed rules. —— Staff— 1 president, 1 treasurer, 1 secretary, elected quarterly. Reports sent quarterly by lodges to executive committee, which is composed of delegates from the lodges.	800	1 to 2. Towards hiring time about 3 to 1.	Recognized by several conferences, and entered into a correspondence with it during the late lock-out.	3*d.* per week.	About 500*l.*	100*l.*	Donations to members out of work: 1864 - £65 1865 - 58 1866 - 64 About 450*l.* on trade disputes during the three years. Support of trade paper about 80*l.* per annum.	153*l.*

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
To get same prices paid as at Sheffield, which is only six miles distant. Reductions required by employers in all cases hitherto have been submitted to. When a dispute arises, employers are consulted, and shown the prices for the same work of men at Sheffield. Price of piecework reduced from 20 to 50 per cent. in last 10 years.	Has not been engaged as a body in any strike or lockout for last 20 years.	59 per week, fixed by custom of town.	No limitation attempted by rules, but an understanding exists amongst members that none is to be taken.	For some years generally enforced by employers. Some firms do not consult with a man about price till the work is done, when they say they will pay so and so.	- - -	Some of the most intelligent men in the trade belong to this small society. Their efficiency is proved by the fact that all have been in constant employ during the three years that the union has been in existence, although for a portion of that time there has been a great depression of trades. Within the secretary's knowledge there has never been any cause for the society to interfere to stop or discourage illegal practices or acts of intimidation. In 1861 he himself was charged with neglect of work and intimidation and sentenced to one month's imprisonment. He had not, however, been absent from his work one hour, and is ready to prove that a more tyrannical charge was never made by an employer. No loss incurred from improper dealings of officers.	1. Working rules: A code drawn up by an equal number of masters and men, and so framed that both should be subject to fines for breach of rules would be beneficial to both.
To maintain a scale of prices recognized in 1815. 1836. Rise conceded without contest. 1843. Fall prevented after a struggle which lasted 22 weeks. 1858. Advance obtained after contest of equal length. No fluctuation since.	When all attempts to settle a dispute amicably have failed, and the society is forced to take part in a strike, members are supported from the funds, and non-members are not recognized. No strike during the last five years.	12 per day	Prohibited at present on account of a surplus of hands. Under Rule 10 members may bring up their sons to the trade, and whenever apprentices are taken journeymen's sons are to be preferred.	- - -	A member leaving trade may return by recommencing contributions (Rule 9).	The more intelligent and industrious portion of the members belong to the union.	—
To get rates rising and falling with the selling price of bricks. Average wages for first-class hands during last year 14s. per week. 1866. Introduction of a larger size of bricks resisted. Strike ended in an arbitration meeting, the arrangement come to at which fixed the size for the future, and was as good as a rise of wages.	In case of strike, members are paid from funds, and the best terms possible are made with non-members.	For men working at clay getting limited to 10 hours, viz., from 7 a.m. to 5 p.m. (Rule 8.) *Custom.*—To work a portion of Sunday in hot weather.	"That no master be allowed to learn a day man unless he has three moulders on besides, and then he must be past 18 years of age (if a brickmaker's son 17), but not at any time to hinder a society man from doing so." (Rule 7.)	Piecework is general practice, according to prices agreed to by masters.	Masters must make room for society men out of work, by getting rid of non-unionists who may be working at clay getting (Rule 8). Moulds must not be heaped unjustly (Rule 4). Documents respecting work must not be signed by men before the officers have seen them (Rule 17). *Custom.*—To work whilst the weather permits. Boys work by the day from about 12 years of age. Tramps are not encouraged. No rule tends to diminish work done.	The tendency of the union (to which all the industrious men in the district belong) is to promote good workmanship and sociality. Acts of intimidation and annoyance discouraged. Members strive to bring back defaulters by setting them a good example in this way causing others to join the union and gaining the good will of the masters.	1. Legal protection. 2. If there are defects in unions the best way to remedy them is to establish boards of arbitration, or meetings of masters and workmen. 3. A law to be passed enabling societies to be enrolled.
To get (if possible by arbitration) a standard of prices under which skilled men may be able to earn 30s. a week for 48 hours labour. 1836. Rise gained by deputation to masters.	Strikes when resorted to—and they are not resorted to till all other means of settling a dispute have been tried—are under the sole control of the executive, who have power to make levies. 186 . Annual hiring resisted by men, who were in consequence locked out for two weeks, at the end of which time a conference was held with masters at which an amicable settlement was come to.	48 per week. No Sunday labour.	No rules on this point, and no limitation of number.	Prevails in accordance with wishes of masters.	Employment of women and children is objected to. Women are better occupied at home. Monthly hiring is desired because it would enable men to better their position when an opportunity offered. It has been one of the society's objects to try to establish a just and uniform system of hiring. No rule tends to diminish the work done by each man. "Good from oven;" sometimes men suffer fearfully from this custom from circumstances over which they have no control.	The tendency of the union to promote the efficiency of members, for when fairly paid men can afford to do their work more skilfully. Those who keep aloof from the union are, generally speaking, the idle and drunken; the more intelligent and industrious consider it their duty to combine. Some members of the society appeared once before a legal tribunal in answer to a charge of conspiracy, but the case was "of such a doubtful character" that upon the men making an apology the prosecution was withdrawn.	1. Legal protection: The power to prosecute possessed by other societies. 2. *Working rules.* A code agreed upon between masters and men would benefit both. 3. Monthly hiring: Because it would enable men to better their position when an opportunity offered.

D.
ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.													Reserve Fund, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
V. *Edge-tool Forgers'* Misfortune and Funeral Society.	Sheffield	None -	1834	A hope of regulating and equalizing the rate of wages.	"To protect a fair and reasonable remuneration for labour, and to provide for the members who may be so unfortunate to be out of employment, and old age; grants to widows and children of deceased members for interment."	Rules. —— Staff— 1 president, 1 secretary, 16 committee men (7 sitting twice a week, and 9 once a month). Secretary paid 15*l.* per annum; committee men 6*d.* a sitting. All business transacted by the committees submitted every quarter to general meetings of the whole body.	370	12 to 1	Treated as a representative body when men are wanted and when there is a dispute as to the price of work.	1*s.* per week.	761*l.*	- -	Burial: £ 1864 - 41 1865 - 42 1866 - 36 Superannuation: 1864 - 65 1865 - 60 1866 - 52 Donations to members out of employment through scarcity of work: 1864 - 72 1865 - 53 1866 - 89 Ditto through a trade dispute - - - 650 Other objects - 75	800
VI. London Unity of *Hammermen.*	London district.	Two -	1844	- -	"To raise a fund for the mutual support of members when out of work, to assist those disabled by age, accident, or other infirmity from following their regular employment, and to pay certain sums at the death of members or their wives."	Rules. —— Staff— Each branch is governed by 1 chairman (paid 1*l.* 10*s.* per annum), 1 secretary (6*l.* per annum), 3 committee men (6*d.* each lodge night). 2 trustees (1*s.* 6*d.* each on banking money), 2sick visitors (3*d.* every other week.	220	- -	Not recognized by employers.	9*d.* per week.	374*l.*	50*l.*	Sick Fund: £ *s.* *d.* 1864 - 60 18 0 1865 - 49 13 4 1866 - 58 3 4 Burial Fund: 1864 - 14 0 0 1865 - 9 0 0 1866 - 39 0 0 Donations to members out of work: 1864 - 57 16 0 1865 - 108 14 0 1866 - 227 0 4	617 stoc
VII. United Society of *Cork Cutters* (Sheffield Branch).	Sheffield	Itself a branch of the *United Society*, whose seat is at Edinburgh.	Before 1837.	A wish to help each other in case of sickness and when in search of work.	- - -	Rules, which are not sent, as not of importance to inquiry. Society is governed by the executive at Edinburgh, which receives its instructions from general meetings of the whole body. Staff— 1 secretary (3*l.* per annum), 2 stewards.	20	20 to 1	Dealt with as a representative body. The recognized list of prices wasdrawn up by masters and men, and there are customs to which both also agree with regard to apprentices.	9*d.* per week. Separate levies made for funeral money.	41*l.*	4*l.*	£ *s.* Sick Fund - 49 14 Burial Fund 7 0 Accident Fund - 0 10 Tramp Fund 22 5 Donations to members out of work through sickness - 1 10 Grants to other trades 2 10	35
VIII. Pen and Pocket *Blade Forgers'* Society.	Sheffield	None -	1859	Reorganized in hope of advancing position of members.	Support of members out of work or on strike.	Printed rules. —— Society is governed by 1 secretary, 70*l.* per annum, 1 treasurer, 52*s.* per annum, and ten members of the trade, all forming one committee.	300	10 to 1	Sometimes recognized when men are wanted.	6*d.* per week.	256*l.*	Amount depends upon the time officers are required.	Burial - - £17 Donations to members out of work in 12 months 200*l.* 15*l.* through trade dispute. 5*l.* grant to (sufferers from) Oaks Colliery Explosion.	10

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
To establish piece-work under uniform list of prices. 1836, 1846, 1853, prices raised without contest. 1864, strike for an advance. It lasted five weeks, and ended in the men returning to their work at the previous prices.	Only one dispute for 30 years.	Does not attempt to regulate hours of labour.	(Rule 17.) "None to be taken but makers' sons, except those strikers' sons now working at the trade having commenced before they were 17 years of age they shall be allowed equal privileges with the makers, being financial."	A list of prices.	Hiring monthly. Engagements for longer period forbidden by rules.	It cannot be denied that society men are the more intelligent and industrious; the refusal of support to members discharged for inefficiency promotes good workmanship. Rules enforced "by *hiding* "*the tools* of defaulting "members" until they either conform or declare themselves non-members; in which latter case society men refuse to work with them. Never interferes with non-union men. No loss incurred from improper dealings of officers.	1. Legal protection of funds. Fraud on society by a member should be punishable. 2. Legal power to enforce contribution. 3. Working rules would be beneficial to masters and men.
Recognized rate the same as it was 10 years ago, viz., 4*s.* a day. A member may take less than that, but need not do so. "for "the society will "support him." No attempt made to enforce any rate or equality. Neither rise gained nor fall prevented. No attempt made to do so.	No strike - -	58½ hours per week. Overtime work paid for at the rate of time and quarter for first two hours and of time and half for all hours after. Sunday labour at the rate of time and half. No variation in the hours during last 10 years.	- - - -	Paid for at the rate of 8*s.* in 1*l.*, that is to say, the smith takes 12*s.* and the hammerman 8*s.* of every 1*l.* earned.	- - - - - -	Only sober and industrious men are admitted. Illegal practices and acts of intimidation are discouraged. During last 10 years this society has suffered twice from improper dealings of officers; funds now protected by bond. A secretary embezzled 19*l.* 2*s.* 11*d.*, of which he repaid 17*l.* 0*s.* 8*d.*, leaving a deficiency of 2*l.* 2*s.* 3*d.* A trustee absconded; 200*l.* consols standing in his name cannot be touched by society.	1. Legal protection, such as friendly societies enjoy.
The maintenance of the present uniformity of prices by refusing admission to all who do not seem able to get a living at the recognized rate. There have been instances in which the society has probably been the means of preventing wages from falling. Prices for 10 years have undergone no change.	The executive, to help the men "on strike," make levies on their fellow members at work; non-society men being left in a dispute of this kind quite to themselves unless they wish to co-operate, in which case it is usual to treat them as unionists. No strike of more than 50 during the last five years.	- - -	One may be taken for every three men at work, the number in one firm's employment, however, never to exceed five. The meaning of this rule is to keep the market from being overburdened with workers and so to uphold wages. If a master makes up his mind to set it at naught means are taken to withdraw his men.	A list of prices.	No rule tending to diminish work.	Unionists belong to the more intelligent and industrious portion of the men; the tendency of the society is to increase their efficiency, a member being altogether shut out from its benefits if he wilfully does his work badly. No illegal practices are recognized. Members do their best to show that they are "united to support, not combined to "injure." Rules enforced in the case of members by loss of benefits and expulsion. Non-members are left to themselves. Losses twice suffered from improper dealings of officers.	1. Legal protection for funds, such as friendly societies enjoy.
Prices are uniform, and for 10 years have undergone no change.	No strike of more than 50 during the last five years.	- - -	Prohibited for the present on account of "the trade "being over-"handed."	Work paid for by the dozen or gross under a list of prices according to quality of work.	Hiring terminated by monthly notice. Attempt to infringe on this rule met by legal proceedings. A man leaving trade at his own option can return on such terms as the committee may decide upon. No member may go from place to place to seek work without sanction of committee. No member to find steel for any master or masters he may work for. Members must register the names of their masters and may work for no other without sanction of committee or making enquiry of secretary so as to ascertain the prices paid by the said master, and whether his men are out on strike.	That members belong to the more intelligent and industrious portion of the men can be proved. Evidence can be brought if required that the society has done its best to stop and discourage illegal practices, acts of intimidation, and annoyance. Rules are enforced if possible by "moral 'suasion." In one instance, however, it was thought just to use coercion by taking the unionists "out in order to "compel a man to act in "accordance with his "fellow-workmen." No loss has been incurred from improper dealings of officers.	1. Working rules: Were a code settled by an equal number of masters and men, made binding by Act of Parliament, strikes and lockouts would probably be prevented. 2. Unions ought to be recognized by State.

D. ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.													
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	Reserve Fund, 1887.
IX. *Scissor Grinders'* Trade, Sick and Funeral Society.	Sheffield	None -	1862	Thetyranny of a majority of masters who had repeatedly contrived to lower wages. A hope of creating a better feeling amongst the men.	- - -	Written rules which are not sent, as secretary cannot spare time to make a copy. — Staff— 1 President and Treasurer, 1*l.* 18*s.* per week. 1 Secretary, 8*l.* per annum. 12 committee men (6*s.* 6*d.* per week), who serve six months, and of whom one-half are changed every three months. Treasurer's whole time is devoted to business of society.	200	4 to 1	Recognized	1*s.* 6*d.* per week for sick and trade purposes. 6*d.* extra levied on death of member or member's wife.	- -	- -	Sick fund (including superannuation) for 18 months, 109*l.* 10*s.* Burial fund for 16 months, 65*l.* Emigration, five men sent to America, 26*l.* 5*s.* Donations to members out of work (a very small portion through trade disputes), 626*l.* 6*s.* 10*d.* Other benefits for 12 months, 99*l.* 3*s.* 10*d.*	(Book na be i spect by Comm sione
X. United Society of *Leather Shavers.*	London, chiefly.	None -	1816	- - -	- - -	Printed rules. No byelaws. No unwritten laws. — Society is governed by 1 President (paid 1*s.* per night for presiding at quarterly meetings). 1 Secretary, chosen quarterly, 8*l.* per annum; and a committee of 6 members meeting every week. The business transacted at such meetings is laid every quarter before general meeting of whole body.	100, increase of 20.	1 to 4	Recognized by masters applying when men are wanted.	1*s.* 3*d.* per week. Entrance fee 10*s.*	About 270*l.*	About 12*l.*	Sick fund: £ 70 51 51 *s.* 4 0 0 *d.* 0 0 0 Burial fund: 20 10 15 0 0 0 0 0 Superannuation fund: Tramp fund: 31 95 142 16 0 0 0 0 Donations to members out of work (not through trade disputes): 18 8 19 11 12 0 6 6 0	Non
XI. Scottish National Association of Operative *Tailors.*	Scotland	84	1865	Hopes of obtaining a reduction in the hours of labour (then in many cases 16 and 18 per day). Uniformity of price for similar work for same market and an equalization of labour during slack seasons.	"To render assistance to local societies unjustly aggressed, and to advance the interests of the trade."	Rules. — 1 President, 1 Treasurer, paid 12*l.* per annum each. 1 Secretary and Editor, 2*l.* 2*s.* per week.	4,500	"A very small minority."	- -	1*s.* per week at present; last year 1*s.* 6*d.*	Levies are made when money is wanted.	- -	Nothing expended in sick fund, and no other expenditure returned.	

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
To get same price for work in any given market. 1864. A rise of from 5 to 30 per cent. gained. 1866. An advance of 10 per cent., less discount, obtained by giving notice. When the present statement was revised the manufacturers promised if the men would submit to the net prices then paid, discounts should no longer be asked for. As soon as the union was dissolved, however, the manufacturers deducted from 10 to 50 per cent. From 1857 to 1859, 20 to 60; 1860 (during part of) 15 to 40; 1860 to 1864, 20 to 60; 1864 to 1866, 20 to 40; 1866 to 1867, 15 to 30 per cent. discount of the statement has been submitted to.	Has never been engaged in a strike.	55 per week; the number was 63 ten years ago. Reductions have been made from time to time at the suggestion of the grinders, but in order to save fuel.	Limited, under penalty of 1*l.* and forfeiture of all benefits, to— (1) Sons of freemen; (2) 13 years of age; (3) Must be bound by indentures (unless working with fathers) within half a year of admission. When the trade is not in union the market is glutted with lads, who are found very useful after six months experience in the wheel.	Piecework is the practice, paid for according to a "statement."	Employment of boys under 13 years of age forbidden, because the trade is very unhealthy. Equality of wages aimed at by fine and exclusion of members.	Members belong to the more intelligent and industrious portion of the men. When complaint is made to the committee of the quality of a member's work, the man is required to remove any defect, and in case of refusal is replaced by another. Very little "rattening" has been done for the last three or four years. Defaulters are fined and excluded from benefits. Manufacturers are also got to withhold work from them. No loss incurred from improper dealings of officers.	1. Legal protection for funds. Embezzlement, &c., punishable as felony, with confiscation of all property. 2. A legal method of enforcing rules. Legal power to recover fines and contributions, in the manner, for instance, that the poor rate is got in; for the society supports the unemployed who would otherwise be thrown upon the parish for relief.
To get a uniform list of prices recognized. 18 . Rise obtained on some kinds of work by friendly arrangement with employers.	No strike or lock-out (all disputes having been amicably settled by sending deputations to the masters immediately concerned).	No regulation attempted. No Sunday labour.	Society has no rule against it. The object of this rule (breach of which is punished by exclusion) is to prevent the distress which, from the limited demand for the article, would follow a large increase of workers. Exception is made in favour of shavers' eldest sons, who may elect to join at any period during minority.	Under trade prices punished by exclusion.	A member "acting injurious to the trade, "by finding beams or "knives in shops, is "excluded" (Rule 9). A member leaving the trade may return by paying entrance fee. A man leaving trade may continue a member by paying 1*s.* a quarter, which payment entitles him and his wife to the funeral benefit, but to no other until he has worked at the trade three months. No byelaws. No unwritten custom enforced, and has no rule tending to diminish work.	To be a member is to carry with you a sort of guarantee of good workmanship and respectability. No loss incurred from improper dealings of officers.	1. *Legal protection* desired for funds. 2. A good understanding with regard to rules would benefit both masters and men. *Arbitration courts* properly constituted might perhaps do good.
To get piece-work adopted and the payment of every man according to his abilities. 1866. Rise of prices of 5 per cent. obtained by strike in order to make up for the loss of wages brought about by a shortening of working hours. Branches are free to regulate their wages, subject to approval of association. Neither maximum nor minimum rate is enforced. Men earn as much—during the fixed hours—as they can.	Members on strike are paid by their fellows at work. Non-members are easily got to co-operate.	Attempted with success. 57 per week. Union has secured the recognition throughout Scotland, during slack as well as busy seasons, of these hours, and has lately obtained the permission of a committee of masters to the introduction of a uniform time statement. Overtime work is paid for at the rate of time and quarter.	Not attempted. Customs respecting wages, mode of hiring, and kind of work to be done by apprentices exist in country districts, but not in large cities.	Is recommended.	Customs.—"*Pay-offs*" and "*down-sittings*," once universally recognized, have, at the recommendation of the union, been to a large extent abolished. Condition of workshops has been improved. Legislation, however, may yet be found necessary. Relief of tramps to a small extent is customary at most branches, but seems to encourage vicious and indolent habits.	Union has the testimony of many employers to the improvement which has taken place in the morals of the men. In proof of their intelligence and industry reference is made to the trade journal, written entirely by members. Some branches make themselves responsible for the good quality of members' work. During the late dispute, which lasted three weeks, there was not a single act of intimidation at any of the branches. Defaulters and non-members are not associated with. No loss incurred from improper dealings of officers. Union has brought about greater regularity of work, as time once lost is not allowed to be made up by overtime.	1. Legal protection (such as other societies enjoy) is the only remedy for their chief defect—mismanagement. 2. Working rules: The more frequent adoption of working codes is likely to be best attained by masters and men meeting oftener than they do in public, for instance, at tea-gatherings.

D.
ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.														RESERVE FUND, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
XII. Amalgamated Society of Operative *Bakers* (Preston branch.)	Preston	A branch of the *Amalgamated Union of Operative Bakers.*	- -	A hope of abolishing long hours and night labour and getting fair wages for work.	"To obtain rights; protection of labour." "By every means legal, peaceable, and constitutional to secure to the journeyman baker the social and domestic enjoyments of other portions of the industrious classes."	Printed rules. (New rules must receive sanction of the Central Board of Amalgamated Union.) Staff— 1 President, 1 Vice-president 1 Secretary, (1*l.* per annum) 3 Trustees, chosen at quarterly meetings, and a committee of seven other members. General meetings of the society are held quarterly.	28	- -	Never recognized.	3*d.* per week.	7*s.* per week.	- -	Tramp relief, 17.10*s.* Infirmary, 1*l.* Trade disputes, 3*l.*	£ *s. d.* 4 5 4½
XIII. Alliance *Cabinet Makers'* Association.	London	Central Society with Western and Eastern Branches.	1865	An agitation for a rise of 10 per cent. on piece and day work having ended successfully, the committee who had conducted the agitation resolved themselves into a trade society in order to maintain the advance.	To establish a fund for the protection of its members, to assist them in obtaining a just price for their labour, and to support those out of employment through disputes as to price of work.	Printed rules. Staff— 1 President, 1*l.* per quarter. 1 Secretary, 5*l.* per quarter. 1 Subscription Secretary, 1½*d.* per member per quarter, and 12 committeemen, (1*s.* per sitting each), forming an executive council for the society. Branches elect their own officers, receive subscriptions, retain 1*d.* per member per week for management, and hand surplus over every quarter to general secretary.	800	1 to 3	Recognized in 1865.	3*d.* per week.	465*l.*	70*l.*	Burial fund, 1866 6*l.* Donations to members out of work through trade disputes, 1866, 110*l.*	105*l.*
XIV. *Steel Fork Forgers and Manufacturers'* Society.	Sheffield and 5 miles North-east.	None	1864	A living could not be got at the then existing prices.	To raise a fund with the object of relieving members out of work or sick, and providing for burial of members, their wives, and children.	Rules. Staff— A committee of 10, including 1 Treasurer, 4*l.* per annum. 1 Secretary, 5*l.* per year. 2 Collectors, 5*s.* per day. Committee (1*s.* each per sitting), meeting once a week.	136;	20 to 1	Certain trade rules agreed to by employers.	2*s.* per week.	13*l.* weekly, about	About 400*l.* at present.	Sick fund, from August 1866 to April 1867, 23*l.* 12*s.* Donations to members out of work, from October 1865 to April 1867, 26*7l.* 2*s.* 3½*d.* Distinguishing through trade disputes, from October 1855 to March 1866, 213*l.*	5*l.*

POLICY OF THE PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
To get wages raised "to the level of other tradesmen." When provisions and other articles are higher, bakers are justified in asking for an advance. 18 . Advance of 2*s.* conceded by masters upon receipt of circular drawn up at a general meeting of this branch. Rate per week: At present (1867) 24*s.*; 5 years ago, 21*s.*; 10 years ago, 18*s.* A member "called out to work before 6 a.m. is guaranteed a day's pay, the sum of 4*s.*, or a day's work, not to exceed 12 hours. Should he continue to work until 6 p.m., after that time to receive time and quarter." A member working for less than the above charges is fined 2*s.* 6*d.* "No member may take a job for less than the man who preceded him." No member may take a job for less than 4*s.* a day	- - -	Attempted because night-work was found to be very injurious to health. Met with success "through the kind acknowledgment of the masters." Number now 12 per day (from 5 a.m. to 5 p.m.). Overtime is paid for at the rate of time and quarter. Sunday labour has been abolished. N.B. At this branch 10 years ago men had to work as long as the masters required, without extra payment.	Society recommends "that all branches should have boys bound for a certain time, as it would give them the advantage of experience."	No rules as to piece-work.	Relief of tramps by voluntary subscription, approved of by the society as a body. *Custom.*—An equalization of work done in 12 hours.	Unionists are (generally speaking) intelligent, and try to raise themselves in the social scale: their trustworthiness is shown by the rules, which regard the interest of the master as well as their own. The tendency of the union is to make them more efficient workmen. No evidence can be brought by society that it has done its best to discourage and stop illegal practices, acts of intimidation, or annoyance. Unlawful or extreme measures may be taken by individual members, but are not recognized by the men as a body. Defaulters are deprived of benefits. Non-members are treated with proper respect.	1. Legal protection. Registration of rules under Act of Parliament. A code might be drawn up between master and man for mutual benefit, but the society has "never tried it."
To get a recognized list of prices. 1865. Advance of 10 per cent. gained by peaceful means without a "single strike," the masters having met the men and talked it over Attempts at reduction are met by deputations. Wages have risen steadily during last 10 years from an average of 32*s.* to about 36*s.* per week. Equality is most decidedly not advocated, but members are encouraged not to work under 33*s.*	No strike of a large number of men.	10 hours per day, and 56 hours to the week. Customary, and recognized by union.	- - - -	Generally approved of by union, and paid for according to quality of work ascertained by an "adopted standard." The price is fixed by committee, who are guided by a book used by a larger union of cabinet makers, but no list is recognized by masters.	- - -	The majority of the better class of workmen are unionists.	1. Legal protection of funds. Plan of bill adopted by late trade conference approved.
To establish a fixed price for work done, so as a man can live. Prices fixed at general meetings. No alteration has been made since January 1866.	- - -	8 per day.	Limited, with the object of preventing over production.	All piece-work paid for under a list of prices. A master or journeyman selling or working under the price is fined 2*l.*	No unwritten custom enforced; no rule tends to lessen the work done by each man, except "by short time." No member is recognized as a manufacturer until he is 21 years of age, and has provided himself with a stamp and fly, and two hearths of tools. No journeyman to work for non-society master, nor master employ non-society forger. Applications for journeymen to be made to committee. In the event of a new pattern being required for the market, the prints shall first be charged and paid for at the rate of 10*s.* per pair by the person requiring them, and all journeymen forgers making or repairing prints of any kind shall be paid at the rate of 6*d.* per hour. "All parties supplying the market with forks shall contribute to society. A member not to make rough forks for a non-member under penalty of 2*l.*" Hiring terminated by one month's notice.	The tendency of the union to promote the efficiency of members, the great majority of whom are sober, industrious, and generally intelligent. When work is done badly appeal may be made to the committee. This society tries to enforce its rules and make its influence felt on defaulters by "moral force;" as for illegal practices and acts of intimidation and annoyance it altogether discountenances "such-like" proceedings.	1. Legal protection of funds, such as friendly societies enjoy. 2. A legal remedy for outrages on persons and property which they "consider are of the chief defects in Unions."

D. ANSWERS TO QUESTIONS TO SECRETARIES.

Name of Society.	Organization and Objects.														
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	Reserve Fund, 1867.
XV. Sons of Vulcan United Society of *Smiths and Strikers.*	Lancashire, Yorkshire, Cheshire, Derbyshire, Northumberland.	An association of branches.	1865	Before the formation of this society there was no "particular" union of strikers. It is of advantage to have the smith and striker in the same society.	Mutual relief of members when out of work or sick, the burial of their dead, and other benevolent purposes.	Printed rules. Staff— Each branch is governed by its own officers, viz.: 1 President, 1 Vice-president 1 Secretary (paid from 1*l.* 5*s.* 6*d.* to 10*l.* 4*s.* per annum, according to number of members), and a committee of either, chosen at quarterly meeting (paid 4*d.* or 6*d.* per night of attendance each). An executive council, chosen by the *branches*, exercises a general supervision over the whole.	- - No branch must exceed 300.	3 to 7	Not recognized by employers.	1*s.* per week smiths, 8*d.* per week strikers	- -	- -	No return.	- -
XVI. Macclesfield *Silk-weavers'* Friendly and Trade Society.	Macclesfield and neighbourhood.	None -	1866	The want of an efficient trade organization.	1. To maintain a fair rate of wages. 2. To establish uniformity of price throughout town and neighbourhood. 3. To provide the means of legally resisting unnecessary reductions in the price of work, and to allow no encroachment on the peculiar privileges of the trade. 4. To promote and foster a better feeling between employers and employed as a means of checking that ruinous competition which has prevailed so long to the detriment of both masters and men. 5. To get a more economical mode of carrying out the critical and complicated affairs of the trade.	Rules. Staff— 1 President, 1 Secretary, 5 other members, who must call a general meeting if questions arise which *they* consider too important to be settled bythemselves; 4 Trustees, 1 Treasurer, 2 Auditors. Secretary only paid, and that by levies. In addition each shop in connexion with the society appoints a committee to see that in such shop the rules of the society are carried out.	557	1 to 2	Not recognized as a trade union by masters. Prices recognized.	4*d.* per month.	- -	- -	No return.	- -
XVII. United *Composition, Glass Frame, and Ornamental* Trade Society.	London -	None -	1865	A desire to benefit workmen in general.	To provide for mutual assistance in case of non-employment; trade information.	Printed rules. Staff— 11 Committeemen (3*d.* each per attendance), chosen quarterly, 1 Secretary (4*d.* per member per quarter), 4 Trustees (6*d.* each per attendance), 3 Auditors (1*s.* each per audit), chosen twice a year. Committee meetings every fortnight. An arbitration committee of seven members settles all disputes between members and the committee, and decides all cases not provided for by the rules.	77 :	- - Unknown.	Recognized by applications for good workmen.	4*d.* per week.	111*l.* for two years.	About 12*l.*	Donations in one year to members out of work 44*l.* (about.) 45*l.* in two years in benefits.	38*l.*

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
No regulation of wages attempted. To get as much as can be got honestly is the policy.	No strike of more than 50. "Should the executive bring out smiths on strike then the strikers shall not go near the fire on any pretence whatever, except for the purpose of cleaning it out, neither shall they work with any non-society smith who may go in place of those who strike, nor with any society smith if he has come in the place of those or remains in after the others have turned out. Any member breaking this rule, and it being proved against him, will be expelled and his name entered in the *Black Book* by the executive, and sent round to all the branches of the union and read three successive meeting nights in each branch."	No regulation of hours attempted by rules.	Not attempted. Seven years' service is usual in the case of smiths, three years' sevice in the case of strikers.	- - -	"*Veeing up*," "*Dabbing on*," and "*Slapdashing fires*" be considered as not general smiths' fires, and that they be left open by smiths to strikers. But in no case shall a striker be allowed to take other fires under a penalty of 1*l.* for each offence. Smiths may not work with any labourer brought into the yard, unless he "has been previously at striking and is a competent workman." Members may not leave work on strike unless "brought out" by union. No rule tends chiefly to diminish work done by each man.	The tendency of the union to increase the efficiency of members who, being steady and industrious, are attentive to their work; they certainly belong to the more intelligent and hard working portion of the men. To get admission they must be men of good moral character. Illegal practices and acts of annoyance unknown. (Defaulters are fined. Non-members are not controlled.)	
To get uniformity of price for all who make the same kind of work. A minimum rate enforced under the price list.	- - - -	66 per week; from 6 a.m. to 6 p.m., or 7 a.m. to 7 p.m., during five days of the week; from 7 a.m. to 1 p.m. on Saturday.	- - -	All piece-work according to list of prices agreed to by masters and men.	Each weaver pays: (1) *Loom rent*, a sum varying from 3*s.* to 5*s.* per week for use of loom; (2) *Poundage*, or 10*d.* from every 1*l.* earned, for what is called "entering and twisting;" and (3) *Gas money*, or 6*d.* per week for gaslight during six months of the year. No rule tends chiefly to diminish work done by each man.	"Comparisons are odious." Society cannot say that it tends to promote the efficiency of workmen. Illegal practices, &c., it has never been found necessary to discourage. (Defaulters are not worked with.)	1. Legal *protection of funds*, such as friendly societies enjoy. 2. Legal *boards of arbitration* and conciliation are best able to remedy the "one-sidedness" of action and the want of legal standing, which seem to be the chief defects in unions. 3. *Working rules* would tend to place all employers on an equal footing, and also to promote a good understanding with employed; the adoption of such a code can be best attained by meetings held from time to time between masters and men.
- - - -	No strike of more than 50.	10 per day.	No rules upon the subject.	The following rule read to piece-workers before admission: 21. "That any member on leaving a situation where he has been on piece-work shall accept any day-work that may be or shall come on the society's books, and he will not take piece-work afterwards under pain of dismissal from the society."	No rule tends to diminish the work done by each man.	Members belong to the branches of their several trades that require most skill and intelligence, and only competent workmen are admitted.	1. Legal *protection of funds*. 2. *Working rules* would benefit masters and men, and might more frequently be adopted were an Act passed constituting 3. *Conciliation courts* of an equal number of masters and men.

D. ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.														RESERVE FUND, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.		
XVIII. North of England Amalgamated Association of *Beamers, Twisters, and Drawers.*	Lancashire and Cheshire principally.	11	1866	The defenceless position of the trade when disunited. A desire to raise the rate of wages in the low paid districts to "some-thing like a level with those "higher paid" led to the amalgamation of the North Lancashire with the South Lancashire Society.	"To keep the present rate of wages up to the standard list, to resist attempts to reduce the same, to prevent one employer paying less than another for the same amount and quality of work, and more particularly to bring up the prices of those who are paying the lowest rate of wages, and the redressing of any grievances between the employers and employed." "Also to cultivate amongst its members that fellow-feeling of social brotherhood which ever tends to alleviate human woes and soothe the hard lot of the useful labourer."	Printed rules. — Staff— An Executive Committee, formed of two representatives from each of the larger districts, and one from each smaller, which appoints 1 President, 1 Secretary, 80*l.* per annum 1 Treasurer, 20*l.* per annum. Each district also has a committee, president, treasurer, and secretary (paid as general meeting determines) of its own.	959	1 to 1	- -	3*d.* per week.	- -	- -	No return.	- -	
XIX. Metropolitan Operative *French Polishers'* Society.	The West End of London.	- -	1853		The better protection of employer and employed.	Printed rules. — Staff— 1 President, 1 Steward, 6*l.* each per annum. 1 Secretary, 10*l.* per annum. 1 Tylor, 1*s.* 6*d.*, and 5 committee-men, 1*s.* 6*d.* each per meeting, one of which is held every week. 3 trustees, 1*s.* 6*d.* each visit to the bank.	200 average of last 10 years.	Unknown.		7*d.*	350*l.* per annum. — Average.	Nil	Burial fund, 46*l.*	200*l.* in consols	
XX. Friendly Operative *Bricklayers* Accident and Burial Society (Sheffield Branch).	Sheffield	Branch of the United Operative Bricklayers' Trade Protection Society, which has 96 lodges.	"Was first registered for Manchester in 1844."	- - -	- - -	Printed rules. — The society has no "written" laws, but each lodge has its own byelaws. — Staff— 7 executive councilmen and 1 secretary (1*l.* per month each. 6*d.* per attendance for refreshment), conduct the affairs of the society.	5,254 in United Society, 332 in Sheffield.	- -	- -	1½*d.* per week for trade purposes. 1½*d.* to accident fund. 1½*d.* to funeral fund.	5,964*l.* for 1866 (for the whole society).	4,500*l.* (for whole society).	For the whole Society. — £ *s.* *d.* Burial - 1,362 9 6 Accident - 1,448 18 2 Tramps - 306 5 4 In strikes - 45 17 0 Total annual expenditure about 4,500*l.* Expenses of Delegate meeting in 1866 to revise laws, 1,088*l.* (see minutes of evidence, question 1998.) Balance of trade fund goes to trade, of accident fund to its own account.	3,649*l.*	
XXI. *Cabinet-case Makers'* Union.	Sheffield -	- -	Jan. 1866	Masters were "taking every advantage of the men singly." The number of apprentices employed forced down the price of work.	To protect their labour and trade rights and privileges. To adopt such measures as will remove all causes of jealousy, discontent, and opposition which have hitherto divided employers and employed, and to establish mutual and friendly intercourse between them.	Printed rules. — Staff— 3 Committee-men, and 1 President, all unpaid and elected quarterly; 3 Trustees, unpaid; 1 Secretary (paid 50*l.* per annum), elected annually. Meetings every week.	60	5 to 1	Recognized by employers, who have made application to society for workmen.	6*d.* per week.	- -	5*l.* 2*s.*	Sick fund, 15*s.* Out of work relief, 8*l.* 19*s.* 0½*d.*		

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
Aim.—To establish uniform prices. When trade is good employers in the worst paid localities are asked for prices proportionate to those paid for the same quality of work in other districts. The dispute now going on at Preston was undertaken from a desire to assimilate the prices there paid to those of other districts.	In case of a shop dispute, a "bill of grievances" is laid before the branch committee, who try to come to terms with employers, appealing, should they think fit, in case of failure, to the executive council, whose decision as to a strike is final. Members "on strike" are supported or found other work to do, a levy for these purposes being made by the executive on all members equally. No strike of more than 50 has taken place with the exception of that now going on at Preston.	The hours worked, 10 per day, are fixed by the Factory Act, which seems to give general satisfaction, although at some branches an 8 hours bill has been agitated for. Men are not often asked to work after hours, but when wanted are generally willing to oblige their employers.	Need not be bound. Any lad 16 years of age may enter any branch upon payment of the entrance fee (10*s.*), provided he has got leave from the committee, and also from the hands of the shop in which he means to begin work, but under Rule 33 neither lads under 16 nor females are let learn any branch of the trade.	Piece-work the universal custom. No rules bearing on it.	Children under 13 and women are refused admission into the society, their employment tending to supersede that of men and so to lessen wages.	Members for the most part belong to the more intelligent and industrious class, who can with ease pay what the ignorant and profligate are often unable to. The tendency of the union is to promote independence and efficiency, the more skilful shopmen teaching the less skilful. Acts of intimidation and annoyance are unknown, defaulters and non-members are merely reasoned with. No loss incurred from improper dealings of officers (trustees have been appointed, and the treasurer finds surcties to a limited extent for the funds which may be in his hands).	1. Arbitration will be found the best remedy for unwise disputes and rashly advised strikes. 2. The good to employers and employed of working rules may be seen in the Nottingham lace trade; all disputes are settled by arbitration. The more frequent adoption of such a code may best be attained by calling in as referee an uninterested person, whose decision should be binding upon both parties.
Attempted - - Two instances of alteration effected by petition to employers. Rate per day: 1855 - - 4*s.* 1855 (end of the year) - 4*s.* 6*d.* 1865 - - 5*s.*	A strike or lock-out is supported if the cause is just. No strike of more than 50 has taken place.	No dispute has taken place on this point.	The number is not limited. There is no custom with respect to the wages, mode of hiring, or the kind of work to be done by apprentices.	No rules on the subject.	No rule tends chiefly to lessen the amount of work done by each. No unwritten or understood custom is tried to be enforced.	Unionists in this trade belong to the more intelligent and industrious portion of the workmen. The union tends to promote the efficiency of workmen and the good quality of work done. Illegal practices and acts of intimidation or annoyance are not acknowledged. Losses thrice incurred from the improper dealings of officers.	1. Legal protection for funds.
Aims at the establishment of a minimum rate, "A fair day's wages for a fair day's work." *Summer.* Rate (from 6 weeks after Christmas), per day 4*s.* 9*d.* *Winter.* Rate (from 6 weeks before Christmas) per day, 4*s.* 6*d.*	Men on strike are supported according to Rule .	*During Summer.* Ordinary days, From 6 a.m. to 6 p.m. (½ an hour taken for breakfast and 1 hour for dinner), and "bagging half-hour." Monday from 7 a.m. to 6 p.m. Saturday from 6 a.m. to 4 p.m. *During Winter.* From daylight in the morning until dark at night (1 hour taken for dinner). The practice, general in this town, of working overtime during summer is prejudicial to the members in general, and to the unemployed in particular. The extra wages for working overtime during the night or on Sunday are "*time and half.*" During the summer season it is customary for men when employed at a distance from the town to meet at a certain spot at the usual time for going to work in the town, and to walk from thence to their work in the employer's time. Work is left off at the same time as in the town, the walk home being made in the men's own time.	No rule or custom.	No rules on the subject.	No unwritten custom tried to be enforced. The benefit portion of the rules are registered under the Friendly Societies Act.	Union tends to promote the efficiency of members, who belong to the more intelligent and industrious portion of the workmen. Illegal practices and acts of intimidation or annoyance altogether discountenanced.	1. *Legal protection* desired. 2. A code of *working rules* agreed upon between masters and men would benefit both.
To get uniformity of price for same article throughout the trade. Prices maintained by union. Neither a maximum nor a minimum rate, nor equality of wages for each workman is tried to be enforced.	No strike or lock-out has taken place.	Does not attempt to regulate hours. When wanted men are willing to work after hours to oblige their employers. Sunday labour is "abhorred as sinful."	Considers the employment of four apprentices for each man engaged sufficient in the present state of trade, for whilst apprentices are in full work, there are men who have nothing to do.	The great majority of men work by the piece.	No unwritten or merely understood custom is enforced.	Unionists belong to the more industrious and intelligent portion of the men. "The great majority of those not in the union are a dissolute class." The union tends to promote the efficiency of members, who meeting and talking over various modes of working adopt the best and quickest. Upon complaint from employers, the society is ready to see that work is done properly. Illegal practices and acts of annoyance would be discouraged did they occur. No loss has been incurred from improper dealings of officers.	1. Legal protection. Registration of rules. 2. *Working rules* would probably be beneficial to masters as well as to men, *e.g.*, were the same price fixed for the same article throughout the trade one employer could not undersell another.

D. ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.														RESERVE FUND, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.		
XXII. London Society of *Coach Wheelwrights.*	Within a radius of eight miles of Chapter Street, Westminster.	None	About 1750.	A desire to obtain better regulations of trade between employers and employed.	"The support of its members when unemployed, and to obtain for them a fair remuneration for their labour; also support in case of accident, sickness, and old age; and at death to provide for them a decent interment."	Printed rules. Staff— A committee of 12 members, taken as their names stand on the alphabetical roll. From this committee, which is changed every quarter, a chairman and two stewards are elected by the members present on the night of meeting. "The chairman and stewards to be applied to on all particular business that may occur; but if they cannot settle that business they cause the committee to be summoned; if the committee cannot, they shall call a general meeting. The secretary paid 2*l.* per quarter; chairman and stewards paid 1*s.* each; on monthly nights committee and secretary allowed 4*d.* each for refreshment.	Limited; present number not stated.	Three-fourths of the men in this district are unionists.	Recognized by employers on all occasions, and treated as being a representative body.	- -	- -	- -	No return -	- -
XXIII. Preston Operative *Painters'* Friendly and Trade Society.	Preston	Is one of the societies forming the Manchester Alliance of Operative House Painters.	1853	- -	Maintenance of trade rights and privileges; provision for accidents, for burial, for travelling in search of work.	Rules. Staff— 1 President and 1 Vice-ditto (elected quarterly, not paid); 1 Treasurer and Tyler (paid 13*s.* a year); Secretary: 1 Secretary (paid 57.10*s.*); Committeemen, receiving 3*d.* each per attendance.	123. Number in 1857, 69.	The society knows of only four non-unionists.	Recognized by employers, and dealt with by them as being a representative body on several occasions in 1863, 1865, and 1866; also on one occasion previous to 1863.	3*d.* per week for trade purposes; 1½*d.* per week for friendly purposes.	1866: For trade purposes, 37*l.*; for frndly purposes, 60*l.*	Sick fund 10*l.* 0*s.* 7*d.* Trade fund 5*l.* 11*s.* 9*d.*	The sick division of the society is enrolled under the Friendly Societies' Act. The trustees of the sick funds are also trustees of the trade funds, but the monies are at different banks, and everything is kept separate and distinct. Sick fund (including accident): £ s. d. 1864 - 6 6 0 1865 - 20 8 0 1866 - 21 18 8 Burial 1866 5 0 0 Relief of tramps: 1864 - 0 12 7½ 1865 - 0 3 4½ 1866 - 1 9 10 Donations to members out of work through trade disputes, 15*l.* 11*s.* 6½*d.*	For objects as per registered rules, 104*l.*; for trade interests, 24*l.*
XXIV. Co-operative Society of Journeymen *Cloggers* (Preston Branch.)	Preston. The area of the whole society extends throughout Lancashire, Yorkshire, and Cheshire.	- -	1865	- -	The protection of the labour of the trade.	Printed rules. Staff— Each branch manages its own affairs, and has 1 President, 1 Secretary, 1 Treasurer, 2 Trustees, 1 Tyler, 1 Waiter. There is also a Provincial Committee for the whole society, to which the branches refer any disputes, and the secretary of which keeps a list of towns where work or labour is wanted.	Increase of 50 per cent. since formation.	31 to 8	The rules in force were originally framed by a committee of masters and men.	1*s.* per month.	16*l.*, about.	Nil.	Nil.	6*l.* 19*s.* 1*d.*
XXV. Perseverance Society of *Carpenters and Joiners.*	North London.	None yet formed.	1860	The lock-out in the building trade, 1859–60.	"To raise funds for the following purposes: "1. To assist its members in supporting the general interests of the trade. "2. The insurance of tools lost by fire, theft, and such other casualties as may be agreed to. "3. To assist its members in case of long illness, and to provide for the burial of members and their wives. "4. To assist members in obtaining employment and to lend a portion of the funds to members on loan. "5. And to introduce from time to time such further improvements as may be likely to increase the usefulness and stability of the society."	Printed rules. Staff— 1 Secretary, 1 Treasurer. (Secretary paid 3*d.* per member per quarter; other officers, 6*d.* per meeting.) 1 President, and if over 40 members a committee of management of 4 and upwards, according to numbers. 2 Auditors, 2 Trustees.	50	- -	Ordinarily recognized by employers.	3½*d.* per week.	40*l.*, about.	9*l.* 10*s.*, about.	Burial: £ s. d. 1864 - 1 0 8½ 1865 - 2 16 10 1866 - 2 1 0 Accidents (loss of tools:) £ s. d. 1864 - 3 12 5 1865 - 2 7 5½ 1866 - 3 12 0 Donations to members out of work through trade disputes: s. d. 1864 - - 17 0 1865 - - 15 6 1866 - - 10 9 Sick, 15*s.* Emigration 10*s.*	30*l.* about.

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
"Each man to be paid according to his abilities." To try to enforce payment of the prices agreed to between employers and employed. 1866. An advance of 10 per cent. obtained by memorial to employers.	Society has never taken part in a strike or lock-out.	By memorial to employers the society obtained a shortening of the time two hours on Saturday. 11 hours are recognized as the working day. With respect to overtime, to a maximum day of labour, or to Sunday labour. Society has no policy.	None - -	- - - -	There are trade rules, agreed to by employers and employed, in force in this trade. These originated "by mutual consent." No rule recognized by the society operates principally to diminish the work done by each man. Shown by the unity which exists between this society and employers. The existence of a code of rules agreed on between employers and employed operates beneficially to both.	The more intelligent and industrious portion of the men are unionists; also that the union tends to promote the efficiency of workmen and the good quality of work done; the society considers there are no defects in unions. By a strict adherence to its rules the society enforces them and makes its influence felt on defaulting members and non-members. Evidence can be brought that the society has done its best to stop illegal practices or acts of intimidation and annoyance. On one occasion during the last 10 years the society lost a small sum from the improper dealing of a treasurer.	1. Legal protection of funds.
The aim of the society is to keep the minimum rate in unison with the other branches in the building line; the society fixes no maximum, a rise is always demanded on the minimum rate. 1860. A rise of 2*s.* a week was obtained by means of a memorial. 1865. An average rise of 7½ per cent. was obtained by means of a memorial. Recognized minimum rate: 1856. April, 22*s.* 1860. April, 24*s.* 1866. April, 26*s.* 1866. Nov., 6*d.* per hour.	When a lock-out or strike occurs the executive of the Manchester Alliance lays levy on all the 50 members. In January 1861, when the trade was in a depressed state throughout the country, the employers without notice discharged the whole of the members and declared their intention not to employ any society men. The men were locked out for about 12 weeks, when the masters thinking the men had been sufficiently punished, and the season coming round when the services of the men were required, intimated their willingness to again employ them.	No rules as to hours. Are paid by the hour now and not by the day. Generally work 55½ per week, and in winter from light to dark. When any alteration in time or rise of wages is wished men are required to give the masters six months notice.	The society tries to get masters not to take lads over 15 years of age. The society has a rule with respect to this matter; but the rule has not been carried out nor is attempted to be enforced.	The society has no rule written or unwritten with respect to piece-work.	Members are enabled to leave their district and remove to another when there is a prospect of gaining employment. Members travelling in search of employment are allowed three-farthings per mile for travelling expenses up to 30 miles per day. A bed is provided at a relieving house, or else 6*d.* is allowed for expense of bed. If a man on tramp stop on Sunday, he is allowed 1*s.* for the day and 6*d.* for his bed. His card is detained until the Monday, tramping on Sunday being forbidden by the rules of the society.	The society considers that the more industrious portion of the men in this trade belongs to the union. But for the respectable portion of workmen there would be no unions. It is they who by their habits of industry and regular payments keep the unions together. This they have ample proof is to their interest. It is the drunken, careless, and dissolute member who brings, as a rule, all the opprobrium on trade union by idle beggings in beerhouses, and by their general habits of excess, and the evil consequences of these habits. The society believes that societies generally in this trade have a tendency to make men better members of society generally. In 1861 the secretary's accounts were unsatisfactory and there was no doubt he defrauded the society.	A law legalizing trade societies and limiting the action of both man and master when combined, placing lock-outs and strikes on an equality, and compelling both masters and men to a decision in courts of conciliation or arbitration, and if necessary by a jury taken from the electoral roll. Legal protection of funds.
Aim.—To get uniform prices for all. Since 1866 rise of 6*d.* per dozen obtained and kept up by union.	No strike of more than 50 has taken place. In case of strike levies would be made on members, and non-members would not be recognized. Should a member leave society in a strike or any other dispute, the terms of re-admission are left to the branch. Should the branch be unable to settle any dispute appeal can be made to the provincial committee, whose decision is final.	None.	Rule 22. "That masters employing less than three journeymen the year round shall be allowed one apprentice only, and that he shall have served six months before he be allowed another, and where three are employed, the youngest apprentice shall have served five years before his master be allowed to take another, and when there are six men employed, the youngest apprentice shall have served four years before his master takes another. No master shall be allowed more than three apprentices at one time; no apprentice shall be put to the trade above 14 years of age, and shall serve seven years. All masters' sons to be considered as apprentices, and to enter the union at 21 years of age. All apprentices to serve until they are 21 years, and not to be more than three months on trial."	Piece-work is the custom.	Hiring is terminated by a fortnight's notice. No rules tending to diminish work.	The more intelligent and industrious portion of the men are members of the union. The tendency of the union is to increase their efficiency. Evidence can be brought that the society has in all cases done its best to stop illegal practices and acts of intimidation or annoyance. Defaulters are fined for breach of rules. No loss has been incurred from improper dealings of officers.	
Aim.—To establish a standard minimum rate. Resistance to reductions encouraged. Two advances, each of one halfpenny per hour lately gained by the help of the society. Rate per hour: 6½*d.* before 1860, or 5*s.* 6*d.* per day. 7*d.* 1861. 7½*d.* 1865. 8*d.* 1866–67.	The conduct of a strike depends upon the circumstances. In such disputes it has been usual to let non-members have an equal share with members of voluntary contributions. When discharged in consequence of resistance to reduction are supported on half wages.	56½ per week. Overtime after 12 hours discouraged. After 12 hours, payment at the rate of *time and half.* Double time on Sunday. Maximum day 10 hours. Reduction of two hours in the week during last 10 years obtained by union.	Five years' service required. Number unlimited.	None.	*Hiring.*—By custom a quarter of a day's notice is allowed to a man in order that he may put his tools in order. Enforcement of this custom is attempted.	Illegal practices, acts of intimidation, and annoyance are not encouraged. Defaulters are excluded. Moral "suasion" used with non-members. No loss incurred from improper dealings of officers.	1. Legal protection of funds. 2. Power to hold property in corporate capacity. 3. *Courts of conciliation* would make masters and men better known to one other, and would hasten the adoption of rules advantageous to both.

D.
ANSWERS TO QUESTIONS TO SECRETARIES.

Name of Society.	Organization and Objects.													Reserve Fund, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
XXVI. Northern Counties Association of Operative *Cotton Spinners.*	Lancashire, Cheshire, Yorkshire Derbyshire.	36	1844	Inequality of wages.	"To secure fair reward of labour, putting an end to all differences between employers and employed, if possible, without having recourse to strikes. Also to secure the enforcement of the Factory Acts, and their amendment if necessary; the funds for which latter object shall be raised at delegate meetings convened for that purpose.	Printed rules. —— The several counties are divided into provinces, each governed by its own laws, and managing its own funds, subject to the general laws of the association. Each district in like manner governs itself, subject to general laws of the province. At the head of the association is an executive committee (consisting of five persons, including 1 President, 1 Secretary) paid altogether about 70*l.* per annum.	3,000; 10 years ago 4,000.	9 to 1.	Ordinarily recognized by employers. Some of the branches (Preston, Blackburn, Bolton, Heywood, and Mossley for instance) are recognized by a considerable number of employers.	½*d.* per week.	- -	- -	Particulars can be better given by the several branches by whom the funds are administered, as the "Association" has no funds for benefit purposes.	- -
XXVII. United Society of Journeymen *Curriers* of Great Britain.	Great Britain and Ireland.	Divided into 8 districts or provinces.	Date or cause of origin unknown to the oldest members of the society.	- -	- - - -	Printed general laws to which the whole society is subject. Each district makes its own local laws and elects its own officers, viz., one president, one secretary, and two committee-men, paid by the district as the members determine. An executive council for general management meets in London. President, 12*l.* yearly; secretary, 1*l.* 16*s.* per week; committee-men, 6*d.* per hour when required.	2,000 nearly Increase during 10 years, 300.	4½ to 1	Employers show a preference for members of the union, and in cases of dispute appeal to the society.	From 1*s.* to 1*s.* 6*d.*	4225*l.* average.	105*l.*	Sick fund: £374 4 8 Superannuation fund: £198 0 0 203 0 0 208 0 0 Tramps: Average annual amount £3,097.	- -
XXVIII. Framework *Knitters'* Labour Protection Society.	Leicester and Leicestershire.	17	1852	Extreme smallness of average earnings.	- - -	Printed rules. —— Staff— One central committee at Leicester, and local committees in each village. Two general secretaries, one for Leicester and one for the county. All officers are paid at rate of 5*d.* an hour for loss of time in attending the business of the union.	2,470 The number in 1852, 400.	4 to 1 probably.	Publicly recognized by employers as being a representative body on the occasion when the advances were conceded. No code of rules has been settled with employers.	Regulated by claims. A trade bill is issued when money is required.	No means of correctly stating.	About 60*l.*	No return.	None

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
To get higher prices when trade is good. Applications for advance state the grounds upon which they are made and may be withdrawn if shown to be unwarranted by the state of trade. Strikes during last five years have nearly all been caused by reductions of. Wages now (1867) are 10 per cent. higher than in 1853, and this rise is due to the union.	When a local committee cannot get a dispute with an employer settled arbitration is asked for. In case arbitration is refused, reference is made to the delegates, who may not only authorize a strike, but also make levies on all the branches for its support. Non-members are usually left to take their own course, but sometimes half pay is offered to them to leave work. The strikes of the last five years, caused nearly all by reductions of wages, have had for result the emigration of the best men.	No regulation attempted, but when employers violate the Factory Act, information is given to the inspectors. The hours for adults should be reduced to eight per day, with restriction of the moving power.	No rules on the subject, and no apprentices in the trade.	All piece-workers.	Men are required to join the union as soon as they receive the spinners' wages under an uniform price list for certain "counts" of yarn on a given description of machinery, and intercourse with those who refuse to conform with this rule is altogether discountenanced. Observance of Factory Act is maintained. Tramps are relieved. No rule tends chiefly to lessen the amount of work done by each man, and no maximum or minimum rate of wages is enforced. Spinners work by weight and length, and each man is allowed to earn as much as he can. Working by the weight and length each man does his best to produce a large quantity. Embezzlement to a serious extent is impossible from the large number of trustees appointed.	Consider that unionists belong to the more intelligent and industrious class of workmen, because a common interest leads them to instruct and assist each other in their work. Also that the union tends to make men more attentive to their work and to their families, and more regular in their habits, and therefore better members of society. The great increase in the number of members may perhaps be thus accounted for. Illegal practices discountenanced. See letter to the Manchester newspapers, 1864, in which the delegates repudiated all sympathy with the perpetrators of outrages of such a nature.	1. An efficient and impartial *court of appeal* to which reference might be made in case of dispute, and whose decision should be legally binding on the disputants. Such a court would best remedy defects in unions, and would probably put an end to strikes for ever. 2. The *working hours for adults* should be reduced to eight with restriction of the moving power. 3. *Working rules* would probably benefit both master and man, for when employers show willingness to confer with their workpeople disputes are less frequent. If managers give up interfering to prevent workmen from seeing their employers, and if employers (instead of discharging their men, as they too frequently have done, for merely trying to get an interview) were to show a willingness to meet them and consider any question in dispute, the adoption of such codes might oftener be attained.
Aim.—To get for each district a fixed scale by the piece or week. To maintain the 1812 list of prices for piece-work. A minimum rate for week-work is fixed in each district. To prevent a reduction of wages by sending deputations to masters; in this way the society has often prevented a reduction. During the last 10 years there has been no perceptible fluctuation. Deputations from society to masters have often prevented a fall. A scale agreed to between employers and employed in 1812 is in force now.	Men who leave work on strike are supported from the funds. No strike of more than 50 men for last five years.	No rules upon the subject; left to the option of the employer.	In some districts number limited to three in one employment, in others unlimited. Term of apprenticeship seven years.	Encourages men to work by the piece instead of by the week as much as possible. It is usual to work by the piece; weekwork is exceptional. No rule tending to diminish amount of work.	Funds are invested in the names of several trustees for sake of security.	The provident objects in view, and the preference for members shown by employers, should lead to the conclusion that unionists in this trade belong to the more intelligent and industrious class of workmen. The tendency of the union is to promote efficiency, seven years' service and competency being conditions of membership. Several losses incurred from improper dealings of officers. Defaulters are suspended (from benefit). Non-members are not interfered with. Society has not yet had occasion, but would exert all its influence, to stop illegal practices and acts of intimidation or annoyance.	1. Legal protection, same as registered friendly societies. 2. Working rules would, "where practicable, tend to good." The evils most apparent in unions are opposition to piece-work, enforcement of maximum rates for week-work, and the getting up of societies merely for strikes. 1. Remedy.— Encouraging piece-work where practicable, so that each man may have the benefit of his own ability. 2. Fixing a minimum rate, and allowing employers to reward industry and talent by giving a higher rate. 3. The formation of permanent societies to provide for men out of work, from whatever cause, and for superannuation.
Aim.—To regulate prices, machine rent, &c., and if possible to make employers pay the same price for the same article, if such article be subject to the same deductions. Equalization attempted with partial success; prices at present more uniform than at any previous period. Advances gained upon three occasions (the average earnings have been increased fully one-fourth). Innumerable petty deductions prevented by the aid of the society. Fluctuations in trade (so the society has always taught) justify neither workmen in seeking an advance, nor their employers in demanding reductions. "Thankful to be able to state" that since the formation of this society every change has been upward. Attempts to infringe on the recognized prices have been the cause of nearly all strikes. Deduction of "frame rent," hitherto customary, is felt to be a great exaction upon earnings. Some employers have ceased to make it.	Non-members are often got to leave work upon allowances similar to those received by society men, but are never asked to contribute to levies. Attempts to infringe on the recognized prices have been the cause of nearly all strikes. Non-members, during such disputes, are often got to leave work upon the same allowance received by society men. Scarcely ever have so many as 50 men been on strike at once.	Irregular at the discretion of employers, and never occasions any dispute. The hours usual in factories, from 6 a.m. to 8 p.m.	No rule or custom, number quite unlimited.	All piece-work paid for at so much per dozen articles, whether stockings, shirts, or drawers. The man who does most work gets the highest wages.	The society strictly adheres to its printed rules. Sanitary inspector is called in when wanted. There is not much danger to health in the work. Employment of women and children is not interfered with. Men are paid by the week. The truck system (once a sad evil) has disappeared. No Sunday labour. No rules tending to diminish work.	There is no marked difference in habits or intelligence between unionists and non-unionists, but "upon a strict investigation" the unionist would probably be found to "take the pre-eminence." The better men are paid the more efficient they strive to become; and unionists often show a self-respect and a wish to be skilful not so observable in the non-society men. No members have ever been charged with illegal practices, acts of intimidation, or annoyance. The society sets its face against such things. The publication of defaulters' names in the union circular seldom fails to get in subscriptions. No loss incurred from improper dealings of officers, as the society has no standing funds. Employers have general confidence in the integrity and uprightnes of unionists generally.	1. *Working rules* would doubtless benefit both masters and men. Witness the good effected by the Board of Arbitration at Nottingham. Such boards composed of masters and workmen would be a remedy for any defects in unions.

D.
ANSWERS TO QUESTIONS TO SECRETARIES.

Name of Society.	Organization and Objects.												Reserve Fund, 1867.
	Area of Operation	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
XXIX. Three Framework, Branch of Frame work *Knitters'* (by Hand Labour) Society.	Nottingham, Hyson Green, Basford, Beeston, and Radford.	- -	1865	- - -	To get a better understanding with employers, and to regulate wages, both which objects have been realized.	Printed rules. Staff— A committee meeting once a week), to receive contributions, one president (1*s.* per meeting; if called upon for extra work 6*s.* per day), one secretary (2*s.* per attendance), one check secretary (1*s.* 6*d.* per attendance). General meeting of members once a quarter.	300	Nearly 2 to 1.	Recognized by employers, with whom a code of rules has been settled.	3*d.* per week.	3*l.* 15*s.* per week.	- -	Donations to members out of work: £ 1865 - 70 1866 - 110 180 (75*l.* through trade disputes.)	Nil
XXX. North Lancashire *Power-loom Weavers'* Association (Preston Branch).	Preston	Itself a branch society.	1858	The tyranny to which the men were forced to submit from the defenceless position of the trade after the "great" lock-out of 1853-54. The advances gained in other districts where unions existed.	"To keep up the present rate of wages, to know when to ask for an advance, to be able to resist any attempt at reduction when the state of trade will not justify the same, to maintain the standard list in Preston and surrounding districts, to prevent one employer paying less than another for the same amount and quality of work performed, and (to render assistance to strikes when such becomes necessary, and cannot be evaded, and also to members who may be made victims through furthering the objects of the society), and for insuring a certain sum of money at the death of its members."	Printed rules. Staff— 1 President (1*s.* per week), 1 Secretary (25*s.* per week), Institute Keeper (10*s.* per week), 1 Treasurer (2*s.* per week), 8 Committeemen (6*d.* each per meeting), 11 Collectors (12½ per cent. on monies collected), 2 Auditors (1*s.* 6*d.* each per quarter), 2 Trustees (honorary). Secretary superintends affairs of society. Annual and quarterly meetings of society are held, and weekly meetings of committee.	2,350	1 to 3	- - -	2*d.* per week. Before February this year 1*d.*	About 2,614*l.* from ordinary contributions, and about 2,340*l.* from voluntary contributions for disputes. Income always sufficient for ordinary expenses. If a great dispute occurs a levy is called for.	- -	Burial: £ 1864 to 1865 - 42 1865 to 1866 - 45 1866 to 1867 - 63 Donations to members out of work through trade disputes: £ 1864 to 1865 - 24 1865 to 1866 - 4 1866 to 1867 - 12 On account of illegal dismissal: £ 1866 to 1867 - 7 Rent of Institute, newspapers and printing, &c., about 40*l.* per annum.	403*l.* 9*s.* 3*d.*
XXXI. "Three Doves" *Gilders'* Society.	London and United Kingdom.	None -	Unknown, some time before 1807.	Unknown. The archives have been from time to time destroyed. The evidence of living members leads to the conclusion that the society arose in consequence of large numbers of foreign workmen getting employment in preference to natives.	"Mutual support and trade information."	Printed rules. Staff— 1 President, 1 Secretary, 1 Steward, who form a committee, and are paid 6*l.* per annum, while the unemployed receive 7*s.* per week, and 4*d.* when 3*s.* 6*d.* They attend all the monthly and general meetings of the society. There are 2 trustees for every 60*l.* stock in above names, the money is placed in savings bank. They receive 1*s.* each per attendance at bank.	72	- -	Society men obtain better wages than others, and are alone employed by important firms.	- -	241*l.* 6*s.* 8*d.* on an average of 5 years.	28*l.* 19*s.* 11*d.*	£ *s.* *d.* Burial - 20 11 0 Tramps - 18 4 4½ Men out of work: 1. Through trade disputes 8 16 6 2. Through scarcity of work 561 14 1 Relief to other trades in difficulties 15 0 0 £624 5 11½	- -

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
Aim.—To get the same price paid for the same article throughout the trade. 1865. *June.* Advance of 7½ per cent. gained by arbitration. 1866. *Feb.* Advance of 3¾ to 4 per cent. Wages during the last two years have fluctuated from 10 to 12½ per cent. The course adopted by the union with respect to these fluctuations has been reference to arbitration.	No strike or lock-out has taken place. Were the society to take part in a strike or lock-out the sense of a special meeting of members would be taken, and a deputation would then be formed to wait upon the chairman of the Board of Arbitration, and express to him the views of the meeting. In such disputes the policy generally adopted towards non-members has been that of persuasion.	No rule on the subject, and never has attempted to regulate hours of labour. No rule as to overtime.	No rules, and no limitation of number.	Attempted According to society's rules, should be paid for at a fixed price per dozen articles.	No unwritten custom is tried to be enforced. The principal custom of the trade observed is for all to receive the same price for the same kind of goods. No rules tending to diminish work.	Members belong to the more intelligent and industrious portion of the men. The tendency of the union is to promote their efficiency. The above statements can be proved. No loss incurred from improper dealings of officers. Defaulters are reasoned with. The funds are deposited in the bank in the names of four members.	1. Legal protection desired. Inability to prosecute robbers is one of the chief wants of unions. The legalization of trade societies would best promote the adoption of working rules. A code is in force in this trade; it was settled by an equal number (nine) of workmen and manufacturers, and has been of benefit to both parties. The rule (for example) which requires the same price to be paid for the same article is to the advantage of both. "We want wages without stoppages."
A standard list based on an average of prices obtained in 1860. Same year 5 per cent. advance on list obtained. In 1861 submitted to 5 per cent. reduction. After cotton panic two advances of 5 per cent. obtained. All the above were got without any strike of moment. In January 1867 submitted to 5 per cent. reduction.	An aggrieved member does not leave work (unless discharged without notice), but simply makes complaint to the secretary, who, if unable otherwise to get the matter settled, brings it before the committee, by whom legal proceedings may be authorized. One of the main objects of the society is to prevent the illegal encroachments of overlookers. More than 100 county court and magisterial cases for stoppage of wages, illegal dismissal, and assaults. "All full members to be defended against masters who may be guilty."	Directed by the Factory Act. There is, however, an additional understanding (unwritten) that male adults only work the same time as women and children, viz., 60 hours per week. Now and then employers "take upon themselves to work late in the evening, or something like the relay system." Overtime work has been at times a little checked.	Any child (or grown-up person) who may wish to learn weaving can go to a mill, and get some one to teach him. After learning a little he may get a place of "helping" or "tenting" until he is himself able to take charge of a loom.	All work by the piece, the best workman earns most wages. Strike of 400 at one firm in April 1865. Masters partially yielded. June 1865, a strike of 200 men gave way. Oct. 1865, strike of 60 men succeeded. All the above were for wages according to the list. In January 1867 a strike of 4,000*l.* against reduction of 5 per cent. Men failed.	Term of hiring is according to the rules of each employer. No tramp rules.	Unionists belong to the more intelligent and industrious portion of the men. This society has a library, classes for instruction, a newsroom, and a bath, to all of which members have free access. The inducements held out by the society tend to make those who join it more sober and industrious, and the discussions which take place on trade matters tend to increase their skill and make them more efficient workmen. Intimidation and annoyance never resorted to by unionists, though sometimes by non-unionists, who draw in the unionist. On four occasions society has suffered from misconduct or negligence of officers.	A code of rules agreed to by employers would be beneficial. Could be easily framed at a meeting of employers and employed, presided over by district sub-inspector of factories. Legal protection for funds. If protected, societies would be able to build trade halls in which to hold their meetings instead of in public-houses, which is at present a great evil. Embezzlement should be criminally punished.
To get a minimum rate, and to guarantee to employers competent attention, and in some cases professional ability of its members. 1861, with the co-operation of the two other societies 1863, a general rise of 3*s.* obtained; men treating the subject with employers as a shop question, but acting under the advice of the society, who urged them to use every effort to get the advance, but to avoid a strike. *Rate per Week.* 1857–61: Lowest-priced Shops. 30 *s.*; Highest-priced Shops. 36 *s.* 0 *d.*; Average. 32 *s.* 1861–66: 30; 36 0; 33 1866–67: 33; 37 6; 36 Byelaws: (3.) No member to work for less than 33*s.* (4.) No fresh shop to be opened with wages under 36*s.* No maximum rate enforced.	In case of strike or lock-out, men at work are taxed to support the unemployed. Members discharged for seeking to get a rise have been compensated.	Society never interferes on this point. Maximum recommended, 60 per week. Overtime, after 9 p.m. refreshment; between 12 p.m. and 6 a.m. double payment. Sunday 3*d.* per hour extra. (Rule 14.)	- - -	No man shall take piecework in any shop, or take piecework home to execute from any shop, where journeymen are usually employed, unless under the direction of the committee.	No women or children are employed. Men are hired. No instance of a strike or lock-out on a large scale.	The tendency of the union is to promote (if not ensure) the efficiency of the men, for the experience or "extra-theoretical knowledge" possessed by each one of them is at the service of all his fellow-members. Intimidation is unknown. Did it occur it would be discouraged by all means possible. The defects of unions are few and trifling, and are to be found in combinations of all classes in which individual liberty is sacrificed for the common good. No loss has been incurred from the improper dealings of the officers.	1. Trade societies should be brought within the scope of the Friendly Societies Act, or otherwise legally recognized.

D. ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.													RESERVE FUND, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
XXXII. Union Society of *Gilders.*	London and United Kingdom, chiefly West End of London.	None.	1839	Mutual benefit.	Mutual support and trade information.	Printed rules. Staff— 1 President, 1 Secretary, 1 Steward, receiving half-yearly 3*l.* 10*s.* each.	99	Not known.	On no occasion has it been recognized.	½*d.* in each shilling earned during the time of employment.	2,795*l.* 15*s.* 1½*d.*	- -	Burial: £ s. d. 1864 - 16 0 0 1865 - — 1866 - 32 0 0 48 0 0 Superannuation: 1864 - 10 8 0 1865 - 10 8 0 1866 - 11 0 0 31 16 0 Tramps: 1864 - 6 15 0 1865 - 3 10 0 1866 - 3 5 0 13 10 0 Members out of work: 1864 - 88 10 1½ 1865 - 117 4 3 1866 - 203 14 6 409 8 10½ "Gratuities from provident and reserve fund:" 1864 - 3 19 6 1865 - 4 12 0 1866 - 6 4 4 14 15 10	48*l.* 9*s.* 10*d.*
XXXIII. Associated *Iron-workers* of Great Britain.	Staffordshire, Worcestershire, and part of Lancashire.	35	1863	A determination to resist the lowness of the rate per ton then offered for puddling, and the introduction of a quality of iron (entailing more labour), at which men were asked to work at common iron rates, and other grievances too numerous to be detailed.	- - -	Printed rules. Staff— 7 Executive councilmen, one of whom acts as secretary, and is paid 3*l.* per week. Each branch is governed by a President, who is paid 3*d.* each lodge night; Vice-president; Treasurer is paid 5*s.*, 7*s.* 6*d.*, or 10*s.*, according to number of members; Secretary 1*s.* per member per annum; and Committee 3*d.* each per meeting. They are appointed at annual general meeting. All lodges have full and free control over its own funds, and conducts its own business; committee meetings are held weekly or fortnightly.	2,000 (in 1865 there were 6,000).	(Staffordshire) 3 to 1.	Recognized by some few employers.	6*d.* per week. Extra levies when required for strike aliment.	2,600*l.*	About 200*l.*	Burial about £500 Strikes - 4,000 £4,500	3,000*l.*
XXXIV. Amalgamated *Saddlers, Harness-makers, Bridle Cutters, Army Accoutrement Cutters and Makers,* &c. Trade Society.	London, Bury, Bristol, Cardiff, Wolverhampton, Rochdale, Sunderland, Newcastle, Birmingham, Walsall, Liverpool, Manchester, Belfast, Dublin, Londonderry, Leicester.	None	1866	The unnecessary reduction of wages; the number of hours they had to work.	Advancing wages, lessening hours of labour, and generally ameliorating condition of their trade.	Printed rules. Staff— Managed by 7 members and 1 general secretary, who form the executive council; they meet fortnightly, and receive 1*s.* per member for each night's attendance. The general secretary receives 1*s.* per week for every 100 members, 6*d.* per week for any number under 50; over 50 the full amount. Branch secretaries and auditors paid according to number of members. President of branches to be paid 6*d.* if under 100 members, 9*d.* if over, per night. Vice-president of branches, 6*d.* per night when engaged.	- -	In London about equal. In Manchester, Liverpool, Birmingham, and other places unionists are in a majority.	- - -	3*d.* per week.	- -	- -	No return can be made, the society not having been in operation for a year yet.	- -
XXXV. Provident Society of the *Work Board Branch* of the *Scissor* Trade.	Sheffield	3	1864	A hope of improving the condition of the men, who were receiving about 45 per cent. less than was properly payable under the statement.	- - -	Printed rules. Staff— 1 Secretary and Manager (receiving 12*s.* per week), 1 Collector (10*s.* per week), 1 Treasurer (2*l.* per annum). Assisted by a committee of 10 members, who sit weekly, and are elected every six months. General quarterly meetings are held.	200	5 to 1	Recognized by employers, who go to secretary to procure workmen; also to obtain an opinion from him as to the character of work done.	6*d.* per week.	Average 3*l.* 5*s.* per week.	- -	Burial fund, 5*l.*	- -

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
The society tries to enforce a minimum by not allowing its members to work for less than a certain rate, which is fixed; the average rate during last 10 years has been 33*s.* per week. For a country job (12 miles from town) undertaken for a town master paying 33*s.*, men are required to charge 8*s.* per week extra; they are also required to charge for the time occupied in travelling. In 1866 a rise was applied for and granted.	Non-interference. The society has never taken part in any strike or lock-out. The 4th byelaw provides that "any member who may find it expedient to make a pecuniary sacrifice for the benefit of the trade in supporting any of its rights or privileges as approved by the committee shall be allowed from the funds of the society 1*l.* per week until again employed.	The society has never attempted to regulate hours. 10 hours is the recognized day. In case of work overtime between 9 and 12 at night requires that refreshment be demanded, between 12 and 6 in the morning that double pay be asked, and for *Sunday work* 3*d.* per hour beyond the ordinary wages.	The society recognizes no rules, written or unwritten, with respect to the admission or employment of apprentices, does not attempt to limit number; states that no custom or understanding exists in the trade respecting the wages, mode of hiring, or the kind of work to be done by apprentices.	- - -	The society enforces no rule or custom that is not mentioned either in the rules or byelaws, and has no rule tending chiefly to lessen the amount of work done by each man. Neither recognizes nor endeavours to maintain any rules respecting the safety and health of workmen, the employment of women and children in the trade, the period of hiring of the men.	Unionists decidedly belong to the more intelligent and industrious portion of the men; also that the union unquestionably tends to promote the efficiency of members, and the good quality of work done. The best firms, those which produce the best work in the world, employ society men only. Enforces its rules and makes its influence felt on defaulting members by fine or erasure; does not interfere with non-members; has never known any illegal practices, acts of intimidation, or annoyance. During the last 10 years there has been one case of embezzlement by an officer of the union.	1. *Legal protection.* 2. Working rules agreed on between masters and men would benefit both.
Aim.—To get a more equitable mode of remuneration for puddlers, by pointing out the larger earnings of men with no greater skill in the forge and the mills. The rate per ton varies according to the quality of iron used. The quality given a man to work depending upon his strength and skill. 1863. Strike for an advance. After five months' resistance, 1*s.* per ton conceded. Rate has since fallen 2*s.*	During a strike members are desired to be civil towards non-members, although it is against the rules to assist men so thoughtless. Strikes were frequent before puddlers were in union. Now, in districts where men are well organized, disputes with masters rarely occur. 1863. Strike for an advance of wages. After five months' resistance, 1*s.* per ton conceded.	*Custom* not to repair furnaces on Sunday. Offenders are merely remonstrated with. Men are not prevented by this custom from working on Monday, because the furnaces may be "fettled" on Saturday or any other day.	No rules on this point, nor any custom.	Piecework paid for by the ton, *i.e.*, a certain rate per ton paid for puddling. No minimum or maximum rate imposed on members; each works the quality of iron he is best adapted for.	*Custom* enforced by union, and approved by masters, to take no more to "charge on" at one "heat" than is required by managers. The truck system is discountenanced. The trustees give their promissory notes for the sums deposited in the bank.	Members of this union belong to the more intelligent and industrious portion of the men. Those who keep aloof from it are invariably the most improvident and inefficient, and the very few non-members who live near the general office are men who, prior to its establishment, were unable to retain their situations on account of their inefficiency, unsteadiness, or irregularity of attendance at their work. They frequent the corners of the streets more than they do the furnaces. Defaulters merely lose the benefits of the union. Members have hitherto been peaceable and orderly; any illegal practice would be strongly condemned, and a member detected in an act of intimidation would be expelled. During the last three years three subordinate officers have appropriated 60*l.* to their own purposes; legal proceedings have not been taken against them on account of their poverty.	1. A more strict observance of the rules by members. This can best be remedied by giving the leadership to the most intelligent members, who would be the mediators on all occasions of dispute, and by revising the rules. 2. Legal protection of funds by a just and equitable law. 3. *Working rules.* If masters would frame a code, submit it to the men, and consider the alterations which might be suggested, a settlement could be come to which would in a manner put a stop to many of the petty difficulties now existing.
To effect an equalization.	For mode of operation in case of strike, see rules.	- - -	The number is at present unlimited.	- - -	No rule tends chiefly to lessen work done by each man.	Society men in this trade are more thoughtful, and therefore more intelligent and industrious than non-unionists. In Liverpool, Manchester, Birmingham, and other towns a large majority of the skilled workmen are members of union. The union tends to promote the efficiency of the men and the good quality of work done, for the confidence and friendship existing between its members give them better opportunities for improvement than non-union men possess. Intimidation is deprecated by the intelligent portion of the trade; would not be sanctioned or approved of by the society.	1. Legal protection of funds. The society claims to be protected on account of the benevolent objects for which a portion of the funds has been subscribed. The society desires trade unions to be placed on the same footing in this respect as the societies of all other classes of Her Majesty's subjects. 2. A code of working rules, to which those only who might chose to adopt it should be subject, would be acceptable to the trade generally.
Aim.—To get the prices of a statement made and agreed to by the manufactures themselves, "by tending a respectfully circular to our employers asking for an advance." 1866. Advance of 10 per cent. gained by giving "a month's notice for the same." Certain manufacturers of inferior goods are at present (1867) using "almost every stratagem" to force men to work for less money.	- - -	- - -	Does attempt to limit the number, because the trade "is overhanded already."	Piecework is paid for according to statement made by the employers themselves, and recognized by the men.	Hiring is terminated by one month's notice. Employment of unskilled men upon skilled work is not recognized by society.	Unionists belong to the more intelligent and industrious portion of the men, for the non-society men are chiefly idle and improvident persons, whom the society does not care to recognize, because it could not recommend them to employers. The tendency of the union is to promote efficiency, for by its means those who cannot do the "class of work" their employer wants, are replaced by others more skilled. Defaulters are dealt with according to rules.	1. Legal registration of rules, as those of friendly societies are registered. 2. The protection of unions by a fair and honest code of rules, passed by Act of Parliament. 3. *Working rules,* agreed upon between masters and men, would benefit both; then work would be more equally divided; then inferior work would cease to be given by way of punishment to skilled men.

D.
ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.													
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	Reserve Fund, 1867.
XXXVI. Amalgamated Society of *Shuttle Makers* of Lancashire, Yorkshire, and Cheshire (No. 3 Branch).	Lancashire, Yorkshire Cheshire.	Itself a branch.	1865	- - -	To regulate and improve the trade.	Printed rules. Each branch appoints its own officers, and conducts its own business, and is governed by— 1 Secretary, paid 5*s.* per annum for 20 members, and 5*s.* for every additional 10 members; 1 Treasurer, paid according to amount of funds; 1 President, 1 Vice-president, 1 Steward, 1 Branch referee, and 1 Assistant Secretary.	107	- -	Some of the rules are tolerated by employers.	7*d.* per week.	- -	- -	- - -	107*l.* 14*s.* 10*d.*
XXXVII. Amalgamated Society of *Silk Twisters.*	Leek, Staffordshire.	None	4th April 1866.	The high price of food, the low rate of wages, the inequality & injustice of the system of dealing with "helpers." Helpers' wages averaged 7*s.* per week, of which 5*s.* came from the twister's employer if the twister got through a certain amount of work, the remaining 2*s.* having, in any case, to be paid by the twister.	(*From the printed and registered rules.*) "The raising of a fund by entrance fees, contributions, donations, fines, and interest on capital, to insure a sum of money to be paid on the death of a member and for granting temporary assistance to members in distressed circumstances." (*From the written trade rules.*) "To promote unity with all our fellow-workmen in order to obtain an equitable remuneration for our labour, and to prevent the encroachments of masters or men, whereby the interests of well-disposed employers or employed may not be injured."	Rules of distress and management fund registered under Friendly Societies Act. Rules (trade) recently framed, but not printed. Administered by 1 Secretary (12*l.* per annum), 1 Treasurer (3*l.* per annum). 6 Committee-men (each per week), 1 President, 1 Vice-president 1 Senior Steward 1 Junior steward 1 Assistant-Secretary. 1 Door-keeper, 4*d.* each per week for attendance at every meeting. Arbitration Committee-men (3*d.* each per attendance), Trade Committee-men (unpaid).	200	3 to 1	Rules are not recognized by employers.	- -	In 1866 317*l.* 7*s.* 2*d.*	47*l.* 4*s.* 10*d.*	Funerals, 10*l.*; distressed members, 150*l.* 8*s.* 2*d.*	156*l.* 19*s.*
XXXVIII. Provincial *Typographical* Association.	England and Wales.	45	1849	The failure of the National Typographical Association.	"Limitation of the number of apprentices, restriction of the hours of labour, maintenance of the standard of wages, and a general supervision of all matters affecting the interests of the profession."	Printed rules. Staff— 11 Executive Councilmen, 1 Secretary (100*l.* per annum), 1 Treasurer (8*l.* per annum), 3 Trustees (unpaid), 2 Auditors (1*l.* each per audit). The members at large simply choose a town for the seat of government. Election of council and officers rests with the branch at the place so chosen.	In 1849, 466. In 1857, 1,159. In 1867, 2,181.	9 to 1	At the instance of the Manchester masters, the rule requiring a higher rate for casual labour in jobbing (the only rule to which they disagreed) was rescinded More recently, a masters' union at Sheffield offered to yield to a proposal of the men if the apprentice rule were enlarged. Both masters and men "consented to remit the whole question to the association."	1½*d.* per week at present. It may not at any time exceed 2*d.*, but, with consent of members, a levy may be (and on one occasion only has been) made.	1866, 1,778*l.* 1865, 574*l.* 1864, 602*l.* 1863, 652*l.*	130*l.* about.	Donations to members out of work through trade disputes: £ 1864 - - 326 1865 - - 1,898 1866 - - 441	- -

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
No dispute has taken place as to wages. Deputations have been sent to masters when considered necessary. No rise of prices has been gained by the society. The society has not been able to keep prices from falling.	No dispute whatever about wages. Deputations sent when necessary to masters.	No attempt whatever has been made to regulate the hours which are fixed by the "10 hours bill."	It is understood that the society desires to limit the number as far as possible. Deputations are sent to wait upon masters.	Piece-work is universal.	Men are hired from week to week. It is the custom of the society to transfer members in search of work. No rule tends chiefly to lessen work done by each man. Funds are deposited in savings bank in the names of three trustees.	Evidence can be brought to show that unionists belong to the more intelligent and industrious portion of the men. The society tends to promote efficiency, for the rules require members to be good workmen. Defaulters are dealt with according to rules. Society discourages all illegal practices and acts of intimidation or annoyance. No loss incurred from improper dealings of officers.	1. *Courts of arbitration* are best able to remedy the chief defect of unions—a want of confidence. 2. The legalization of unions.
Aim.—To establish a minimum rate of 4*s.* per day. 1866.—Strike for a rise and the adjustment of certain grievances. Ended successfully. 1865–1866.—Reduction of 12½ per cent. attempted by a few petty employers. Prevented by deputations from society. Average rate per week: 1853 - - 30*s.* 1854 - - 20*s.* 1855 - - 16*s.* 1856 - - 15*s.* 1866 - - 18*s.* The rate at earlier was from 20 to 40 per cent. higher than in 1853. Does not interfere to enforce either a maximum or minimum wage.	When a dispute cannot otherwise be settled, members are requested by the committee to cease work. Men whom moral suasion fails to bring over to the society in these disputes are left to themselves, and passed by "*with silent contempt.*"	Does not attempt to regulate hours. Hours limited by Factory Act to 10 per day.	It has been the custom with members (looking at the introduction of surplus labour), to do what they can that no more boys than are necessary be taught. N.B. Out of 300 twisters more than 50 are at present without work. The above custom not strictly enforced, but carried out as far as practicable.	Not attempted.	No rule tends chiefly to lessen the work done by each man. Hiring is terminated by one week's verbal notice. Written agreements are not entered into. Trustees appointed. Treasurer is bound in two 25*l.* bonds; and all monies not required for immediate use are deposited in a savings' bank.	Non-unionists are, undoubtedly, the most dangerous men in the trade; they are generally the first cause of a strike, and would, if permitted, impose upon the society's funds, "pending any endeavour to advance the price of labour;" they are the most illiterate and least skilled of the men, and generally addicted to intemperance. No loss has been incurred from the improper dealings of officers. Intimidation or annoyance not countenanced in any shape or form.	1. The extension of the Factory Act regulations respecting the admission of boys to sheds at which steam power is not used. This is earnestly requested. 2. *Working rules* which would tend to bring about a better feeling between employers and employed. Working rules are not likely to be got in the present state of the law. 3. Should the Government adopt Lord St. Leonard's *Conciliation Courts* Bill the way to the attainment of such codes would be made easier.
Aim. — Uniform minimum rate. Locally, that masters may have an intelligent gauge in supplying estimates. Generally, to prevent the demoralization which of necessity follows an unprofitable grouping of numbers, and the inconvenience to employers that results from a disproportionate rate. Equalization to some extent effected. Note the advances got during last two years, viz.: From *s. s.* Barnsley, 2*s.* 24–26 Blackbrn., 2*s.* 24–26 Bolton, 3*s.* 27–30 Cardiff, 3*s.* 24–27 Derby, 2*s.* 24–26 Dewsbury, 2*s.* Halifax, 3*s.* 24–27 Hartlepl., 2*s.* 24–26 Huddrsfld, 2*s.* 24–26 Hull, 3*s.* 24–27 Liverpool, 1*s.* Newcastle, 3*s.* 25–28 Preston, 2*s.* 27–29 Rochdale, 2*s.* 24–26 Stockton-on-Tees, 2*s.* 24–26 Rate is not affected by the ups and downs of trade. The minimum fixed for itself by each branch upon the basis of an average workman's productive capabilities has nowhere fallen during the last 10 years. Extra remuneration for skilled labour approved.	The executive council do all they can to avoid strikes, but when a dispute with employers cannot otherwise be settled, a fortnight's notice is given and the men are brought out. Non-members are not recognized "in times of peace or war." In 1865 the Liverpool masters required many men to attend daily at certain hours (under no engagement and with no certainty of work), thus taking advantage, as the men thought, of the crowded state of the labour market, and making it almost impossible for them to earn a decent livelihood. Working hours per week were also longer there than in neighbouring towns. Memorials setting forth these grievances and asking for an advance resulted in the concession of a rise of wages and a reduction of the hours by all masters except seven, who were consequently struck against.	Rule 16. That 59 hours per week be the maximum for establishment wages work. The remuneration for overtime and Sunday labour to be left to local arrangement. Regulation of hours attempted. — *With success.* Dewsbury, 2 hrs. gained Liverpool, 3 hrs. gained Manchester, 4 hrs. gained Oldham, 4 hrs. gained — *With failure.* Ashton, Bury, Merthyr Tydvil, Whitehaven The institution of *overtime* and *Sunday work* payments (which range in amount, in different localities, from 25 to 50 per cent. on the branch wages), has brought about the execution of work by a larger number of hands, with an economic result to masters and in ordinary hours.	Number allowed in each office, two (unless four journeymen are employed, in which case, three). Societies by whom a large number has been "systematically tolerated" are freed for the present from this rule, but absolutely required to stop further increase. Boys meant to be bound may not be kept on trial more than two months. Changes from office to office during service are forbidden. Wherever piece-work prevails the monopoly of "fat," or profitable work, by apprentices is, if possible, prevented.	- -	No written rules exist, nor are any rules subscribed to but those which are printed. 17. "That no newspaper or other publication be farmed; and any member offering to bring out any publication under the established piece scale of the town shall be expelled the association." 20. "That no matter be borrowed or lent from one office to another, except in case of accident by which work is prevented from being done in proper time; in any other emergency the officers of the local society to be consulted." A fixed minimum wage in all cases insisted on, but no maximum.	Unionists belong to the more intelligent and industrious portion of the men. Society-men are employed by the great bulk of the trade. No morning paper has yet been established without the assistance of unionists. The tendency of the union is to promote the efficiency of its members. Non-compliance with rules subjects to expulsion. Members refuse to work with non-members. No instance of intimidation on record. Misappropriation of funds has never been charged against any of the officers.	1. Legal protection of funds. 2. Power to apply funds to industrial purposes. 3. That process for breach of engagement should be in a civil court.

D. ANSWERS TO QUESTIONS TO SECRETARIES.

NAME OF SOCIETY.	ORGANIZATION AND OBJECTS.													RESERVE FUND, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
XXXIX. Manchester *Typographical* Society (Branch of the Provincial Typographical Association).	Manchester, Ashton, Bury, and Oldham	A branch of the Prov. Typo. Assoc.	1797	A desire to protect trade interests, and to assist each other when sick, out of employment, or forced to seek work away from home.	"To protect the rights, privileges, and wages of the letterpress printing profession, to promote its interests, and to aid in the adoption of beneficial trade regulations in this city, its immediate neighbourhood, and the United Kingdom."	Printed rules. Staff— 8 Committeemen, elected by members at quarterly meetings, continuing in office six months, four retiring each quarter. 1 President (5*l.* per annum), elected every six months. 1 Treasurer (10*l.* per annum). 1 Secretary (25*l.* per annum). 1 Roomkeeper (41*l.* 12*s.* per annum). Officers meet twice daily to discharge their duties.	486 Increase of 25 per cent. during last 10 years.	About 24 non-members.	The working rules in force existed prior to the present generation of printers. The masters recognize the society on all occasions.	From 2*d.* to 8*d.* per week in proportion to wages earned.	8,781*l.*	£ *s.* *d.* 98 17 9	Burial: £ 1864 - - 128 1865 - - 206 1866 - - 150 Out of work relief: £ *s.* *d.* 1864 - 219 1 10½ 1865 - 209 0 5½ 1866 - 137 5 2 Tramps relief: £ *s.* *d.* 1864 - 186 12 6 1865 - 191 5 3 1866 - 194 16 6	809*l.*
XL. Preston Branch of the Provincial *Typographical* Association.	Preston and neighbouring towns, Blackpool, Fleetwood, Chorley, &c.	A branch of the Prov. Typo. Assoc.	1817, about. About 20 years ago joined the Prov. Typo. Asso.	A desire to relieve travelling printers, and to protect the interests of the employed.	To secure	Printed rules. Staff— 6 Committeemen, senior half retiring half-yearly. 1 Secretary (5*l.* per annum). 1 Treasurer (10*s.* per annum). - Trustees (6*d.* each visit to the bank). 1 President (6*d.* a meeting). Officers (except trustees) are ex-officio members of the committee; ordinary meetings held once a week; half-yearly meetings in June and December.	50	There are two or three non-members.	Virtually recognized, not formally acknowledged, as there is no association of masters.	6*d.* per week at present.	60*l.* to 70*l.*	- -	Tramps from 8*l.* to 10*l.* per annum. 1½*d.* per week per member paid to executive at Manchester for management; 1½*d.* per week per member to Relief Association fund.	- -
XLI. Association for the Relief of Unemployed Travelling *Printers*, on the Mileage System.	England and Wales.	69	1863	- -	To "promote the moral integrity of members necessitated to travel in search of employment, by securing to them a penny per mile for 20 miles walked in one day, and a day of rest on Sunday, Christmas Day, and Good Friday."	Printed rules about to be registered under the Friendly Societies Act (the rules with a slight alteration, the substitution of the word "society" for "association," having been already approved by the Registrar). Staff of officers the same as the Provincial Typographical Association. Secretary, 5*l.* per annum; 6*d.* per meeting to each member of council. Balance out of 25*l.* per annum to head association on account of secretary's salary.	- -	- -	- -	1½*d.* per week.	929*l.* 810*l.* 837*l.* 630*l.*	25*l.*, about.	During the last *four* years, 3,110*l.*	- -
XLII. *French Polishers'* Trade Association.	London (the Postal District).	None	1862	The want of a more ready means of communication between men out of work and employers.	"To afford a more ready means of access to employment, and to raise a fund to be applied to members out of work, or in case of death of a free member or his wife."	Printed rules. Staff— 1 President, 3*l.* per annum; 1 Steward, 2*l.* per annum; 1 Secretary, 10*l.* per annum; 6 Committeemen, 5*l.* 19*s.* during the year. Trustees allowed 2*s.* 6*d.* for attendance at the Bank.	100	2 to 3	Most of the rules are acknowledged by employers. In 1855 and in 1865, when the advances were obtained, the society was acknowledged by most firms of employers.	7*d.* per week. Entrance, 5*s.*	118*l.* 9*s.* 6*d.*	20*l.* 19*s.*	Donations to members out of employment through slackness of work during 1866, 60*l.* 8*s.* 6*d.*	50*l.*

Policy or Practice with respect to						General Effects.	Wants.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
No variation in rate since 1824. Minimum rate, 30*s.* a week of 55 hours for jobbing work, 40*s.* a week of 54 hours on daily papers (these latter requiring night work). A minimum rate is fixed for all; if one man is inferior to another, the employer has the advantage of the average. If men unsuited to the business are admitted, the fault lies with the masters who indenture them, for apprentices are always taken on trial before being bound.	Has never taken part in any strike within the memory of any living member, except the one mentioned in the next column. Non-members not interfered with, but society has no connexion with them, and never visit the offices where they are employed.	55 per week. Overtime, 9*d.* per hour. Two years ago a reduction from 59 to 55 was conceded to by Manchester masters. Certain masters in Ashton, Bury, and Oldham refusing a similar concession their offices are not recognized.	No office allowed more than three apprentices, and unless four or more journeymen have been employed for 12 months, only two. No boy to be on trial for an apprentice for more than two months. Seven years' service required. No apprentice to be allowed to change from one office to another, except his master die, or fail, or retire. No newspaper or jobbing office to have more than one apprentice until established 12 months.	Piece-work recognized, and an uniform scale adopted.	No rule tends chiefly to lessen work done by each man. Hiring terminated by a fortnight's notice. Not less than half a day's work recognized. Women not employed. Children employed at the machines.	Members of union decidedly belong to the more intelligent and industrious portion of the men. Employers acknowledge that the most skilful workmen are unionists. Never sanctions or practises acts of intimidation or annoyance. No case of embezzlement by officers.	Legal protection for funds. Amendment of law of master and servant. A code of rules agreed to between employers and employed, because a recognized standard of wages would enable masters to compete on equal terms—to frame their estimates on a basis which (so far as labour is concerned) must obtain with their fellow tradesmen.
Aim.—Weekwages for jobbing. Piece prices for piece-work. No alteration during the last 10 years, except in 1866, when, in answer to a memorial, a rise equal to eight per cent. was conceded.	No general strike in Preston since the formation of the society. In 1865 legal proceedings were taken on behalf of a "casual" member, who, on the ground that his work had been left incomplete, was refused payment for what he had done. It was ruled that the money was due, no notice in case of casual work being required on either side.	58 hours per week, 7*d.* per hour overtime beyond the ordinary day, which varies in different offices. Sunday, double pay.	Number not restricted by rules. No apprentice allowed to change from one office to another, except his master die, fail, or retire.	"Established" wages for "jobbing," and piece prices for "news-work."	No rule tends chiefly to lessen the work done by each man. Sanitary arrangements are neglected by masters. Hiring is terminated by a fortnight's notice. The employment of women is not allowed. Tramping by men who are not really in search of work is discouraged. A minimum rate of wages enforced, but no maximum.	With some exceptions unionists are better and steadier hands than non-unionists; a large proportion of the latter being persons excluded from the society on account of drunkenness, idleness, or attempts at fraud. The *esprit de corps* brought about by the enforcement of seven years' term of apprenticeship tends to elevate the members. One case of mis-appropriation of funds by a secretary. Part of the money has been repaid. No instances known of intimidation or annoyance; society discourages it.	1. Legal protection of funds, such as is possessed by friendly societies. 2. Legalization and encouragement of such trade regulations as may be proved to be beneficial. 3. Legal courts of arbitration. 4. Amendment of the Masters' and Workmen's Act, the injustice of which is notorious. The more frequent adoption of working rules (which, in the society's opinion, would benefit both masters and men) can best be brought about by conferences.
Refusal of work at less than recognized rates shows the "thorough union principles pervading the unemployed."	- - -	- - -	The large expenditure of the association proves that there is need of restricting the number of apprentices.	- - -	- - - -	Losses twice incurred from improper dealings of officers. A secretary at Dorchester embezzled 3*l.* 18*s.* 3½*d.*, and another secretary at Rugby, 3*l.* 8*s.* 8*d.*	—
To get for all men of average skill an equal rate. The enforcement of a fair day's wages for a fair day's work. No man is admitted a member who does not agree to uniformity of rate. 1856, the society men in London obtained an advance of 6*d.* per day, and in 1865 a further advance of 6*d.* per day. Rate per day previous to 1856, 3*s.* 6*d.* to 4*s.* From 1856 - - - 4*s.* 6*d.* From 1865 - - - 5*s.* 0*d.* Non-society men are generally paid 6*d.* per day less. Rule 36. "That the standard wages of the association be per day of 10 hours. Any member known to receive less than the above sum to be expelled on proof of the same." Rule 28. "That should any member not get his wages from his employer, such member can, if he thinks fit, lodge a complaint against the employer, and the committee shall at once adopt means to obtain the same for the member."	Society has never taken part in any strike or lock-out,	The hours worked. 10 per day. The time taken in going to a job must be reckoned.	No rules as to apprentices.	Prices must be high enough to enable 6*d.* per hour to be earned.	No rule tends chiefly to diminish work done. Funds not to be applied to any other object than that for which they are subscribed, without consent of two-thirds of the members at a meeting specially called for the purpose.	Society men are generally better clad and more sober in their habits than the others, and "less of them are charged with the crime of pauperism." Being more constantly at work, unionists become more quick and skilful. Illegal practices, acts of intimidation, or annoyance unknown. Defaulters are fined or excluded from benefits. Society has no policy with respect to non-members. No loss incurred from improper dealings of officers. Chief defect of unions is that they only consider some one special interest, without taking into consideration its relative position with regard to others.	1. Legal registration desired. 2. *Working rules* agreed on between employers and employed operate beneficially to both. The more frequent adoption of such rules can best be attained by conferences with masters.

D. ANSWERS TO QUESTIONS TO SECRETARIES.

Name of Society.	Organization and Objects.														
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	Reserve Fund, 1867.
XLIII. Friendly Society of *Iron-founders* of England, Ireland, and Wales.	England, Ireland, and Wales.	- -	1,809	- -	"To assist its members in case of want of employment, in cases of injury by accident, paralysis, &c., superannuation, sickness, and burial of its members and their lawful wives."	Printed rules. — Staff. General Executive. 7 Committeemen, 1 Corresponding Secretary, 1 Assistant do. 1 General Auditor (power in branches to appoint auditor). — Branch Executive. 1 President, 1 Secretary, 1 Referee, Stewards, Trustees, Treasurer, and seven committeemen. Amount of salaries depends on number of members. — Each branch makes its own bye-laws for the government of its own affairs; but in cases of importance decision of executive committee is taken. — The London branch is the governing branch, and from it the executive committee is elected.	11,106; increase in 10 years, 4,848.	Depends a great deal upon the locality and the character of work done. In places where the society is well established unionists may be taken to be in a large majority. In places where there is plain rough work to be done, there are often a good number of non-unionists.	Employers do not acknowledge it more than they can possibly help.	1*s.* per week, and levies for accidents, emigration, benevolence, and disputes. When cash in hand has fallen below 8,000*l.*, additional levies have been specially voted by members.	36,297*l.* for year ending June 1866.	1,854*l.* for 1865–6, inclusive of officers' salaries, rents of offices, club-rooms, and taxes.	Sick, 15,422*l.* Burial, 4,339*l.* Superannuation, 4,376*l.* Accidents to person, 3,662*l.* Donation fund for relief to men out of work, including relief to tramps, 37,799*l.*; also through trade disputes, including expense of deputations to save disputes, 500*l.* Emigration, 1,652*l.* Grants to other societies when in difficulties, 418*l.* 16*s.* 11*d.*	— No special reserve fund. — Cash in hand, all funds included, June 1866, 28,580*l.* — When funds fall below 5,000*l.* committee ask for special levy, which is cheerfully granted.
XLIV. Operative *Bakers'* National Association of Scotland.	Scotland -	- -	1846.	Previously hours were unlimited, from 16 to 20 per day, wages were small, and board and lodging on employer's premises calculated as a part.	"The attainment of our rights, the protection of our interests, and our social elevation as a body in society."	Printed rules. — Staff. A National President; a Treasurer, salary 12*l.* per annum; a Secretary, salary 20*l.* per annum, elected at a delegate meeting; and a committee of 15 conduct the work of the central board. Branches elect their own officers:— President, Secretary, and Treasurer; to be paid as the members think fit; and subject to the sanction of the central board, make their own local laws.	2,818; The number has doubled during last 10 years.	6 to 1 throughout Scotland.	Always recognized by employers.	2*d.* per week.	1,350*l.* per ann.	- -	Burial fund for year ended, 346*l.* 19*s.* 4*d.* Relief to men out of work, (local schemes with this object in connexion with Aberdeen, Dumfries, and Leith branches). The institution of a sick fund was agreed to at a meeting of delegates, but the scheme has not been carried out.	627*l.* 6*s.* 2*d.*

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
The policy of the society during the last 10 years has been defensive rather than aggressive — its main object being to keep up everywhere the present minimum rate, which varies very much in different districts. For instance—the rate in London has been 36*s.* or 38*s.*; in Manchester, 34*s.* or 36*s.*; at Liverpool, 32*s.* or 34*s.*; Leeds, 30*s.* or 28*s.*; Bradford, 30*s.* or 32*s.*; Newcastle and the north, from 26*s.* to 30*s.*; Belfast and Dublin, 32*s.* and 34*s.* It does not attempt to fix a maximum, nor does it seek equality of wages for each workman. Equalization of wages over different localities would not be quitable, 30*s.* in one district being as valuable as 36*s.* in another. Cases in which the society has kept wages from falling might be instanced in nearly every branch; also cases in which by its means a rise has been got; but these rises are chiefly where there have been previous reductions. When a master takes undue advantage of a bad state of trade, and proposes to lower wages where there is no necessity for doing so, the society offers partial support to those members who leave work on account of the proposed reduction. Thus the society buys up its own surplus labour. The society generally leaves it to the members to say if they will leave work or not. Should they do so, the next object of the union is to get over to their side any men who may be asked or persuaded to take the places which have been vacated.	When the society as a body takes part in a strike, members are taken out of their shops, and non-members are persuaded from going to work by all legitimate means. The policy which has been generally adopted in such disputes, with respect to non-members, has been to persuade them, if possible, to come over. Men who refuse to take side with the union are not assaulted; they are simply left to themselves. Members have as little to say to them as can be helped; but the member who would assault one of them would be looked upon as an enemy. A proposal to lower wages is, in most cases, the cause of strike. The society is most often successful, but masters hold out as long as they can, and sometimes it takes years to bring about a successful issue. Concessions have been frequently made by both sides.	The number of hours, and the manner in which they are worked, generally fixed by masters. The number which is considered to be fair work for a week is generally 58½; in many places 57. A quarter-of-day payment is expected for two hours worked after the usual time of leaving work. The rate of time and half is expected for Sunday labour (there is not much Sunday labour). Many a man 50 years of age has never worked an hour on a Sunday.	Limitation of number is attempted in order that the labour market may not be swamped. In many branches there is a district bye-law to the effect that one apprentice only is to be allowed for every three men employed; but this bye-law is seldom stringently enforced. When there is need to withstand an encroachment the members leave.	Is opposed because it often gives to one man what ought to be enjoyed by three or four.	No unwritten or understood custom is sought to be enforced. The spirit of the written law is that which generally governs all its transactions. Tramps are allowed so much per day; also beds in all towns where there are branches; thus pauperism is prevented, and unemployed, being distributed over a larger surface, become less a drag upon the employed. Men are removed at the expense of the union to localities where there is work. Society has no written rules as to the amount of work each man ought to do, but a certain number of certain articles is looked upon as a fair day's work. When a strong-armed though weak-minded man may be stupid enough to exercise a horse's strength and do more, his shopmates very often try to show him that he is doing an injury to a weaker man, who may be a great deal a better man, as quantity is not so sure a test of a man's goodness as quality.	Unionists in this trade belong to the more intelligent and industrious portion of the men. In districts where the society is known there are few non-unionists who have not been at one time in the union, until they were excluded because drunken idle habits hindered them from paying their fair quota towards supporting their fellows, or because they succumbed to their employer's demand, even after receiving the society's money, and in many instances after they had, by their agitation, been the chief cause of the dispute. There are amongst the non-unionists some conscientious men, but they are few. The society considers that the union tends to promote the efficiency of the workmen, because no man can become a member until evidence is given that he is qualified to earn a living at the trade, and able to do a good day's work, and do it well. Apprentices knowing this do their best to qualify themselves.	1. Legal protection for its funds such as is enjoyed by other (not trade) societies. 2. The requirement by law that true statements of income and expenditure in detail be issued by societies. A "good and useful code of rules," which could be agreed upon if employers could be persuaded to meet an equal number of workmen, and reason it out; but so long as employers consider themselves above such condescension, the society despairs of ever attaining such a desirable thing as "a Board of Conciliation," and must be content to defend its own, as far as is in its power, by all legitimate and moral means.
There has been an endeavour by combined movement in branches to get a fixed minimum rate; but the question of wages is at present generally considered an open question. The members of branches did not stop to think about economic principles. They saw they were specially hard worked. And the scarcity of food, although not a valid reason, was one of the reasons which induced them to move. The rate of wages has risen 40 per cent. In the lowest paid branch the rate for foremen is 22*s.* per week, for underhands, 17*s.* per week. In the highest paid branch, for foremen, 36*s.*, for underhands, 25*s.* In 1854 in the Glasgow district a rise was gained by means of the society, from 18*s.* to 24*s.* The usual notice was given — of one week—very few men changed places. The rate has generally been kept up.	The only general strike was in 1854, when the society spent 2,700*l.* Non-members were asked to take side with the association. No case of intimidation during the dispute. In the case of the Saturday half-holiday in the Glasgow district, which was obtained by giving the usual week's notice, three men struck out of 1,330 members.	Regulation of hours attempted with success. Some of the smaller branches failed in the attempt and were afterwards re-organized. The number now worked is 12 per day, from 5 a.m. to 5 p.m., (no variation in the number worked by members during last 10 years.) A half-holiday Saturday was gained without expense by giving the usual notice of one week. Regular overtime is discouraged. One hour is worked on Sunday (this cannot be avoided).	There has been no limitation as to number for 14 years. Endeavours to get apprentices bound for five years, the association paying the expenses. No customs exist in the trade respecting the wages, mode of hiring, or the kind of work to be done by apprentices.	-	-	Nothing unprinted is enforced on members. The truck system was abolished by the institution of this association, the rules, which are agreed to by employers and employed, originated at interviews between the parties. No rule of this union tends chiefly to lessen the amount of work which the workman will get through; but a rule of this nature would be desirable, because competition in this trade by workmen is "something terrible." The more frequent adoption of such codes will best be attained by the constitution of courts of conciliation. The society endeavours to maintain the provisions of the Bakers' Regulation Act, which was brought into Parliament by Sir George Grey, at the instance of this association. The employment of women is not recognized. In London, where the journeymen are disorganized, night work still continues, and wages have not risen for 20 years; the men are "complete serfs."	Unionists in this trade decidedly belong to the more intelligent portion of the workmen. The union tends to promote efficiency and the good quality of work done. When a man applies to become a member care is taken to find out if he is a competent workman, and if he has served an apprenticeship to the trade. Defaulters are visited with "fines and the penalty of non-membership." The secretary can affirm that the society has done its best to stop illegal practices and acts of intimidation and annoyance. On one occasion within the last 10 years the society suffered from the improper dealing of an officer, the treasurer. He was proceeded against in a civil court, and in default of rendering an account of his "intromissions" was imprisoned.	1. Legal protection of funds and to be put on the same footing as other societies (not denominated as being in restraint of trade). 2. The settlement of disputes by sheriffs (or stipendiary magistrates), instead of by justices of the peace, A code of trade rules mutually agreed on would benefit both masters and men.

D.
ANSWERS TO QUESTIONS TO SECRETARIES.

Name of Society.	Organization and Objects.													Reserve Fund, 1867.
	Area of Operation.	Branches.	When established.	Cause.	Object.	Form of Government.	Number of Members.	Proportion of Unionists to Non-unionists.	Relation to Employers.	Subscription.	Gross Income.	Cost of Administration.	Expenditure during last Three Years.	
XLV. London Consolidated Society of Journeymen *Bookbinders.*	London, chiefly the City proper.	None -	1786	A hope of getting a reduction in the hours of labour from 12½ hours per day to 11½.	To maintain and protect the privileges of the trade. To provide relief for members out of work, and weekly pensions for aged or infirm members. To establish a monthly journal in connexion with the society.	Printed rules. — Staff— 1 president, 2*l.* per ann. 6 committeemen, 36*l.* per ann. Secretary and librarian, 104*l.* per ann. 3 consulting committeemen (1*s.* 6*d.* per sitting, when called upon) to act with the regular committee in cases of emergency as occasion may require. 3 Trustees, paid 1*s.* each for every attendance at bank; 2*s.* 6*d.* upon transfer or opening an account. Meetings held on the first Monday or Tuesday in every month.	(1867.) 674	There are about 100 who do not belong to one or other of this and two other similar societies.	Is recognized by employers as being a representative body on all occasions when such recognition is necessary.	2*s.* per month and 6*d.* levy for each petition. 10*s.* 6*d.* admission fee.	1,136*l.* for year ending May 1866.	142*l.* exclusive of committees for certain purposes, under 5*l.*, printing, rent of house, rooms for monthly and general meetings.	In the three years ended May 1866. Relief of men out of work 818*l.* 4*s.* 6*d.* Through disputes, 12*l.* 10*s.* Petitions, 787*l.* 16*s.* 8*d.* Tramps, 1*l.* 11*s.* 6 pensioners at 2*s.* 6*d.* per week. 2 pensioners at 3*s.* per week. There is a library attached to the society.	- -
XLVI. Friendly Society of Operative *House Carpenters and Joiners* of Great Britain and Ireland (Nottingham branch).	Nottingham, and a radius of three miles.	No. 7 of 150 branches of the General Union of House Carpenters and Joiners.	Nottingham - - -	- - -	- - -	Printed rules. — Staff— General union is governed by a general secretary, treasurer, and executive committee. Two auditors are chosen annually. Payment of officers, about 150*l.* per annum. Nottingham society governed by president, secretary, treasurer, and committee; remuneration, about 10*l.* per annum. Funds are banked in names of five trustees.	General union, 10,000. Nottingham Society, 300.	5 to 1	Acknowledged as a representative body by the employers.	8*d.* to 9½*d.* per week, according to age.	Income of Nottingham Society, for 1866, 410*l.*	- -	Expenditure of Nottingham Society: Sick fund, 1864, £18 „ 1865, 15 „ 1866, 63 Burial fund, 1866 - - 14 Superannuation, 1865 and 1866 - - 18 Members out of work through trade disputes: 1865 - - £105 1866 - - 46 —through scarcity of work: 1864 - - £40 1865 - - 20 1866 - - 18	500*l.*
			— society formed in 1824. Absorbed in general union in 1827.											
XLVII. "King's Arms" *Gilders'* Society (London).	- - -	None -	Unknown.	- - -	Mutual support and trade information.	Printed rules. — Staff— 1 president, 1 secretary, 1 steward, who together form a committee of three, and who are paid 30*s.* each per quarter. They serve six months, and report every month to the society. Two auxiliary committeemen. paid 6*d.* a night when required. No two trustees to hold more than 30*l.* in their joint names.	- -	- -	Generally recognized by employers.	Town members, ½*d.* in every 1*s.* of wages when funds are below 300*l.*, and 1*d.* in every 2*s.* 6*d.* when they are above 300*l.*; country members, 1*d.* per day if wages are under 25*s.* per week, and 1½*d.* if they are over 25*s.*	For year 1867, 260*l.*	- -	For year 1868, 403*l.*	- -

POLICY OR PRACTICE WITH RESPECT TO						GENERAL EFFECTS.	WANTS.
Wages.	Trade Disputes.	Hours of Labour.	Number of Apprentices.	Piece-work.	Customs of the Trade, &c.		
The principle or policy of this society with respect to wages, is to secure the proper wages by time or piece for the quantity and quality of the work done, which varies much. "Moral suasion" is the chief mode by which this society deals with this question. The society refers to two instances (one within the last 10 years), in which by means of memorial to employers it has directly obtained a rise of wages. When good cause for a rise is shown, the fact that this and other societies are in existence has an indirect effect in obtaining a rise of wages. The same fact operates to prevent a fall of wages. During the last 10 years there has been, to speak correctly, no "fluctuation;" there has only been the instance referred to above. No maximum rate of wages. Minimum for a forwarder 32*s.* or 30*s.* per week: minimum for a finisher 36*s.* "With "respect to the forwarders, it is 30*s.* or 32*s.*, according to "the different degrees of skill and ability, but under that "rate if deficient in skill or ability to earn more."	Should a lock-out take place, and the society as a body be concerned in it, the mode of operation would be to support the members who might be locked out. Should a strike take place the mode of operation would be the same; but the society would do everything in its power to prevent a strike. The policy which has generally been adopted in such disputes, with respect to non-members, has been generally to support them when they were willing to take side with the society. There has been no strike in the trade within the last five years in which more than 50 men have been thrown out of work.	Regulation of hours has never been attempted, 10 hours has been recognized as the working day for 40 years. Gain of 2½ hours on the working day was solely by means of society. No policy with respect to overtime, &c. As the rule, there is no Sunday labour.	No limitation as to number. If an apprentice does not join society within three months after expiration of his apprenticeship or arrival in London, admission fee is 1*l.* 1*s.*; if not within 12 months, his case is referred to committee.	Prices proportioned to the nature and quality of work done. List of prices was mutually agreed on by masters and men. No rule is recognized with respect to piece work except that the list of prices is to be observed.	There is no custom in the trade which the society endeavours to enforce except those contained in the rules and bye-laws. With regard to wages, there is a tacit agreement, but there are no trade rules agreed to by employers and employed in force in this trade. No rule recognized by the society operates chiefly to lessen the amount of work done. A trade code might do good. The only rules the society has respecting employers are those by which the society engages to pay for work left unfinished for which the member has already received remuneration. This rule was agreed to by the society without the application or previous knowledge of employers. The society is not able to make any suggestion with regard to the way in which a code of trade rules can be best attained.	The society considers that the members of unions in the bookbinding trade belong to the more intelligent and industrious portion of the workmen; in support of which opinion the society adduces the fact, that all the best, the most intelligent, and industrious of the workmen, belong to one or other of the three societies in London. The society believes it is not the function of a trades union to teach a man his trade—that should be learnt during his apprenticeship from the instruction of his master. A trade union will conduce to the improvement of a workman by making him acquainted with workmen generally, and through them with the shops in which he is best able to obtain improvement in the particular branch of the trade to which he belongs. Defaulting members are excluded. The society discountenances all acts of intimidation or annoyance. There has been no case within the last 10 years in which the society, or any person in the character of its agent or officer, have been parties to proceedings before any legal tribunal. On no occasion within the last 10 years has the society suffered from the improper dealing of any of its officers. No special measures of precaution against embezzlement by officers; reasonable checks are imposed on officers with the object of preventing temptation.	The society refers to the involuntary defect of unions being outside the pale of the law. This defect is one which requires a speedy remedy. Trades unions should be fully recognized by law, and their funds protected from embezzlement.
Aims at establishing a standard rate of wages by general agreement with employers, but leaves it open to them to pay lower rate to men below average skill. In 1864 society obtained an advance of 1*s.*, and in August 1865 a further advance of 2*s.* From 1856 to 1864 the standard rate was 25*s.*; from 1864 to 1865 26*s.*; in 1866 28*s.* Overtime paid for at a higher rate. Sunday labour at double rate.	In case of strike or lock-out, society places pickets, who endeavour to persuade men from working, or send them elsewhere. Non-members generally take part with unionists. Strike took place in 1865 in consequence of masters attempting the "discharge note." After three weeks the masters withdrew the note, and the men resumed work.	On Monday nine hours; on Saturday six; on every other day 10 hours. Society obtained a reduction in 1857 of one hour per week, and in 1866 a further reduction of 3½ hours.	No rules regulating number or employment of apprentices.	No member allowed to take piecework under penalty of fine or expulsion, at discretion of society.	Society endeavours to enforce a standard or minimum rate of wages for all its members, except in cases of great inefficiency; but masters may pay superior skill at a higher rate. No rules to diminish amount of work by each workman.	As a rule, the members of the union belong to the more intelligent and industrious portion of the workmen. None are admitted to the union who cannot prove themselves to be efficient workmen. Does not know of any acts of intimidation or violence on the part of its members. They are counselled to refrain from such acts. Society has not suffered from embezzlement by officers.	1. Legal protection for funds of trades unions, such as is possessed by other societies of all classes. 2. A code of working rules; which, it is thought, would tend to increase mutual respect between masters and employed, and smooth away difficulties.
No member works for less than 33*s.* per week. Ten years ago wages were 33*s.*; now they are 36*s.*	Society endeavours to get what they deem consistent, by means of interview with their employers. Has had no strike or lock-out for 10 years.	60 hours per week is the average. Members working between 9 and 12 p.m. demand refreshment. Between 12 and 6 a.m. double pay. Sunday work 3*d.* per hour extra.	No rules as to apprentices.	Members not allowed to take piecework in or from any shop where journeymen are employed without sanction of committee.	- - - -	Members of the union belong to the more intelligent and industrious portion of the workmen. Efficiency in the workman, and good quality of work done, are promoted by general information given to each other. Society has not suffered from embezzlement by its officers.	Legal protection for funds.

E.
ANSWERS TO GENERAL QUESTIONS.

E.

ANSWERS TO PAPER OF QUESTIONS FOR GENERAL CIRCULATION

Of the subjoined PAPER OF QUESTIONS, which, as will be seen from its character, was intended for general circulation, 443 copies were issued, either to such persons as the Commissioners thought were likely to afford them trustworthy and important information, or to those persons on whose behalf application for copies was made.

In reply to these questions, the Commissioners received answers from 34 persons, a list of whom will be found at the close of the questions. The answers themselves follow. As in many cases the written answers alone would fail, if given apart from the printed questions, to convey the meaning of the writers, in every such case the substance of the question has been incorporated with the answer returned.

PAPER OF QUESTIONS.

I.

OBJECTS OF TRADES UNIONS.
AMALGAMATION OF UNIONS.
INTERNATIONAL UNIONS.
AMENDMENT OF LAW.

II.

EFFECT ON THE RATE OF WAGES.

III.

STRIKES AND LOCK-OUTS.

IV.

EFFECT ON TRADE.

V.

COURTS OF ARBITRATION.
CO-OPERATIVE SOCIETIES.
INDUSTRIAL PARTNERSHIPS.
AMENDMENT OF LAW.

I.

Objects of Trades Unions.

1. Has the institution of trades unions, according to your experience, tended to facilitate or improve the dealings and relations between workmen and their employers or the contrary?

2. What are the leading questions between the employer and the workmen, in the decision of which you think the action of the union operates beneficially for the workmen?

3. What has been the object of the rules or the policy of the council of such trades unions as have come under your observation with respect to the following matters, viz.:—

Regulation of the rate of wages;
Limitation of the hours of labour;
Restriction on the number of apprentices;
Piece work;
Overtime;
Employment of non-union men;
Employment of unskilled workmen in the working of machinery.

4. What, according to your experience, has been the effect of that policy as regards the interests—

1. Of the workmen;
2. Of the employers of labour;
3. Of trade generally.

5. Have any cases come under your observation in which the plans of business of the employers of labour have been interfered with by or under the direction of a trades union?

6. If so, will you state the particulars and circumstances of any such cases?

7. What, according to your observation, has been the effect of trades unions on the character and the well-being of the workmen?

Amalgamation of Unions.

8. What, in your opinion, are the advantages or disadvantages resulting from the amalgamation or association of trades unions one with another?

9. Are such advantages and disadvantages affected by the promixity or remoteness of the unions so amalgamated?

10. In what way does a trades council operate beneficially or otherwise for the workmen or employers?

International Unions.

11. Are you aware of any instance in which an attempt has been made to form an international trades union?

12. To what countries was any such international unions proposed to extend, and with what object was it proposed to be formed?

13. Will you state any particulars within your knowledge as to the constitution and objects of any such international union, or proposed international union?

Amendment of Law.

14. What are the points in which the present law relating to combinations among workmen or their employers is defective?

15. What are the amendments which you would propose?

II.

Effect on the Rate of Wages.

1. What has been the aim or policy of the council of such trades unions as have come under your observation with reference to the question of wages?

2. What in your opinion has been the effect of trades unions on the rate of wages?

3. What, in your experience, is the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, on the character, skill, and conduct of such workman?

4. Does it tend to the improvement or deterioration of workmen generally?

5. Is it the case that the unions render wages more equable in different parts of the country?

6. If so, in what way are they instrumental in effecting this object?

7. Is it the practice of the central committees or councils to encourage a transfer of labour of this nature?

8. Is it the case, according to your experience, that workmen quitting a part of the country where work is slack are readily admitted to a union in another part of the country, or allowed without interference of any kind to obtain employment there?

9. What, so far as your experience extends, has been practically the conduct of members of a union towards other workmen in a town where they have not before been working?

10. Is there any difference in the treatment of non-union and union men under such circumstances?

III.

Strikes and Lock-outs.

1. Be so good as to mention any strikes or lock-outs in which you have been concerned, or which have come directly under your observation.

State in each case:—

2. What were the circumstances that gave rise to the strike or lock-out?

3. What was the object immediately aimed at by the persons engaged in the strike or directing the lock-out?

4. What was its duration?

5. Was the object aimed at ultimately accomplished, or what was the result of the strike or lock-out?

6. What was the number of men taking part in the strike, or otherwise thrown out of employment in consequence of the strike or lock-out?

7. Were new men introduced in consequence of the strike or lock-out; and if so, what was the effect produced thereby on wages when the strike or lock-out was ended?

8. Were many of the men on strike permanently driven out of the trade in that district by the new comers?

9. Were any contracts given up or any employers' establishments permanently closed in consequence of the strike or lock-out?

10. Did the workmen strike or the employers lock out of their own accord, or were they directed to do so by any trade union or general committee or employers' association?

11. By whom was the strike or lock-out organized?

12. What was the scale of wages in the establishment in question down to the time of the strike or lock-out?

13. What was the allowance to each workman on strike or lock-out?

14. Specify the sources from which these allowances were derived, and in what proportions from each?

15. Were there within your knowledge any instances of intimidation or molestation of workmen not taking part in the strike, or any acts of violence, outrage, or annoyance?

16. Were there within your knowledge any nstances of intimidation, loss, or annoyance suffered by the persons engaged in the strike at the hands of their employers?

17. Will you state the particulars of any such occurrences?

18. What was the effect on trade in the branch of industry in which the strike or lock-out occurred in raising prices or otherwise?

19. What was its effect on other branches of trade dependent on or otherwise connected with that branch?

20. Are you able to state, with respect to the strikes during the last 10 years, what number of them in any one or more branches of industry succeeded in gaining the immediate object aimed at, and what number failed?

21. Where the object gained was a rise of wages, was the rise permanent, or how long did it continue?

22. What in each case was the duration of the strike, and the amount of the rise in wages?

23. How were workmen not taking part in the strike affected by it, either during its continuance or afterwards?

24. Is there any instance within your knowledge in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed?

25. Are there within your knowledge any recent instances of strikes to resist the introduction of machinery?

26. What was shortly the result of any such strike?

IV.

Effect on Trade.

1. What, so far as your experience has extended, has been the effect of the interference of trades unions on manufacturing operations and upon trade generally?

2. Are you able to mention any instances in which in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred?

3. Will you state the particulars and circumstances of any such instances?

4. Was the total amount spent in wages of labour in the branch of industry affected by the strike in the district where the strike occurred more or less over an equal period after the strike than before?

5. Is it within your knowledge that in any of the branches of industry of this country there has been an increase of foreign competition of late years?

6. In what branches of industry has this been the case, and to what causes is it to be attributed?

7. Are you aware of any branches of industry in this country in which it is the practice to send some portion of the work to be executed abroad, and is this practice an increasing one?

8. Will you state any instances of this practice within your knowledge, and to what causes is it to be attributed?

9. Are you able to state any instance in which contracts or work which used to be executed in this country have in recent times been taken by foreign houses?

10. Are you aware of any instances in which capitalists have transferred their capital, or any portion of it, to the continent?

11. Will you state the particulars of any such instances, and what were the circumstances under which any such transfers have taken place, and to what causes do you attribute them?

V.

Courts of Arbitration.

1. Is it in your opinion desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes between employers and workmen?

2. How should such courts be constituted?

3. What kind of questions or matters in dispute between employers and workmen could advantageously be determined by such courts?

4. Should you propose that the jurisdiction of such court should be compulsory at the instance of either party?

5. Should the jurisdiction of these courts with respect to the matters within their jurisdiction exclude the jurisdiction of the ordinary courts of justice?

6. Should you propose that the same court should have jurisdiction to settle disputes arising in all branches of industry?

7. Or should the court in each case be composed of employers and workmen belonging to the branch of industry in which the dispute had arisen?

8. Should you propose that the court should sit constantly at stated times, or that it should be summoned specially on each occasion when a dispute had arisen in which either party claimed its intervention?

9. How should the expense of such courts be borne?

Co-operative Societies.

10. Have you had any experience of the working of co-operative societies, either industrial or other?

11. What opinion have you formed as to their advantages or disadvantages to the working classes?

Industrial Partnerships.

12. What in your opinion are the advantages or disadvantages of such industrial partnerships as those of Messrs. Briggs and of Messrs. Head

13. What are the principal difficulties in the way of the successful working of such industrial partnerships?

Amendment of Law.

14. With respect to disputes to be voluntarily submitted to arbitration, are there any points in which the present law relating to arbitrations requires amendment?

15. Is the present law of partnership such as to allow the experiment of industrial partnerships and co-operative societies to be fairly tried?

16. Or in what respects does it require amendment with that view?

II. ANSWERS TO GENERAL QUESTIONS.

To these questions answers were received from—

(1.) The Chamber of Commerce, Batley.
(2.) „ „ Holmfirth.
(3.) „ „ Middlesbrough.
(4.) „ „ Sheffield.
(5.) „ „ Wolverhampton.
(6.) The Dewsbury Trades Council.

(7.) S. Allhusen & Sons, limited (signed by Messrs. C. and Henry C. Allhusen), Chemical Manufacturers, Newcastle-on-Tyne.

(8.) Henry Brown, General Manager of the Metropolitan Railway Carriage and Wagon Company, Saltley Works, Birmingham.

(9.) Richard Cail, Sheriff of Newcastle, Walker Alkali Company, Newcastle-on-Tyne.

(10.) Carr & Hill, Chemical Manufacturers, Widnes, near Warrington.

(11.) R. Calvert Clapham, Manager of the Walker Alkali Works, Newcastle-on-Tyne.

(12.) George Thomas Clark, Trustee of the Dowlais Ironworks, Merthyr Tydfil.

(13.) Cook Brothers, Alkali Manufacturers, Newcastle-on-Tyne.

(14.) Benjamin Dobson, of the firm of Dobson & Barlow, Machine Makers, Bolton.

(15.) John Dunning & Co., Middlesbrough.

(16.) George C. Greenwell, Colliery Viewer, and Manager of Lord Vernon's Collieries, Poynton, Cheshire.

(17.) Hail, Dawson, & Hinde, Lowmoor Ironworks.

(18.) Arthur Higginson, of the firm of I. and N. Nadin & Co., Stanton Colliery, Burton-on-Trent.

(19.) George Jacob Holyoake, Writer on Co-operation, 282, Strand, London.

(20.) John Husband, Tailor, 35, Paradise Street, Birmingham.

(21.) John Jones, Secretary of the North of England Iron Manufacturers' Association, and of the Cleveland Ironmasters' Association, Middlesbrough.

(22.) John Knight & Co., Iron and Tin Plate Manufacturers, Cookley Ironworks, near Kidderminster.

(23.) Andrew Leslie & Co., Iron Shipbuilders, Newcastle-on-Tyne.

(24.) R. Lewis, of the firm of Lewis, Sons, & Parker, Tailors, St. James's Street, London.

(25.) John Malcolm Ludlow, Barrister-at-law, 3, Old Square, Lincoln's Inn.

(26.) William Morris, Stansfeld Mill, Halifax.

(27.) Pease, Hutchins, & Co., Middlesbrough.

(28.) John Robinson, Engineer of the Atlas Works, Manchester.

(29.) Bernhard Samuelson, M.P., of the firm of B. Samuelson & Co., Ironmasters, Middlesbrough, and the firm of Samuelson & Co., Agricultural Engineers, Banbury.

(30.) Thomas Scruton, 23, New Street, Birmingham.

(31.) John Smith, Mason and Quarrymaster, Blackburn.

(32.) Stephen Smith, Tailor and Draper, 34, Cross Street, Manchester.

(33.) W. and B. N. Smith, Birmingham.

(34.) John Stevenson, of the firm of Stevenson, Jaques, & Co., Achlam Ironworks, Middlesbrough.

(35.) John P. Turner, of the firm of Hammond, Turner, & Sons, Birmingham.

(1.) Answers from the Batley Chamber of Commerce.

(1.) Batley Chamber of Commerce.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions has not, in our experience, tended to facilitate or improve the dealings and relations between workmen and their employers.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our observation has been. in respect of wages, to raise them, and to prevent their decline; in respect of the hours of labour, to limit them; in respect of apprentices, to restrict their number; in respect of piecework, to regulate it, so that the earnings should be equal as between the skilled and unskilled workmen; in respect of overtime, to obtain for it extra rates of payment, say to 50 per cent.; in respect of non-union men, to prevent their employment by annoyance and intimidation; in respect of the employment of unskilled workmen in the working of machinery, to prevent it by annoyance and intimidation.

Question 4. According to our experience, the effect of that policy has been in most cases to the advantage of the workmen; in most cases to the disadvantage of the employers, particularly in the building trades; and generally injurious to trade.

Questions 5, 6. Many cases have come under our observation in which the plans of business of the employers of labour have been interfered with by or under the direction of a trades union. We may refer especially to the year 1832, when the unions called out the men, and employers had to employ strangers and untried men. The same occurred partially in 1853. From this cause great numbers of Irish were brought by the masters into this district. Since that time no important strike has occurred in the staple trade of this town and district.

Question 7. So far as our observation goes, trades unions have not perceptibly raised the character of the workpeople.

Amalgamation of Unions.

Question 8. In our opinion, the amalgamation or association of trades unions one with another is advantageous to the workpeople as being more powerful, and in the same degree it is injurious to employers.

Question 9. Such advantages and disadvantages are affected by the proximity or remoteness of the unions so amalgamated.

Question 10. We have known instances where trades councils have promoted and aggravated discontent and ill-feeling between employers and workpeople, and prevented the settlement of disputes.

International Unions.

Question 11. We are not aware of any instance in which an attempt has been made to form an international trades union.

Amendment of Law.

Question 14. We think the present law as against a workman leaving work unfinished, or without legal notice, too severe, and therefore defective.

Question 15. We would propose as an amendment the option of fine or imprisonment in the case of a workman leaving work, and to allow the master to claim in court a set off against wages for spoiled work.

II.—Effect on the Rate of Wages.

Question 1. The aim or policy of the council of such trades unions as have come under observation has been to raise wages.

Question 2. In our opinion, they have raised them.

Questions 3, 4. In our experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, has been detrimental to skilled workmen, and has tended to the deterioration of workmen generally.

Questions 5, 6, 7. Unions render wages more equable in different parts of the country by different districts combining for this object. We cannot, however, say whether it is the practice of the central committees or councils to encourage transfers of labour.

Questions 8, 9, 10. According to our experience, workmen quitting a part of the country where work is slack are generally readily admitted to a union in another part of the country, or allowed without interference of any kind to obtain employment there, except in cases of dispute, strike, or lock-out. Practically, the conduct of members of a union towards other workmen in a town where they have not before been working has been unfriendly, and there is a marked difference in the treatment of union and non-union men under such circumstances.

E.
ANSWERS TO GENERAL QUESTIONS.

(1.) Batley Chamber of Commerce.

III.—Strikes and Lock-outs.

Questions 1–6. There was a general strike in this locality in the year 1819, and another in 1832, occasioned by demands for an advance of wages. Each strike lasted for some months, but in neither case was the advance obtained. In the strike of 1819 a few hundreds of men were engaged, and in 1832 probably 2,000.

Questions 7, 8. In the strike of 1832 many Irish were brought into this town and neighbourhood, and thereby the rates of wages were kept from advancing. The men on strike were not, however, permanently driven out of the trade by the new comers ,as they were absorbed by the increasing trade.

Question 9. Contracts were interfered with in consequence of the strikes, but no establishment was permanently closed.

Questions 10, 11. The men struck in obedience to the order of the trades union committee, who organized the strike.

Question 12. Down to the time of the strike wages ranged from 18*s*. to 30*s*., according to the nature of the employment.

Questions 13, 14. The strike allowance was about 6*s*. per week for men, the money being subscribed by the hands in work in other districts as well as in the locality of the strike.

Questions 15, 16. Many instances of intimidation and molestation of workmen not taking part in the strike came within our knowledge, but none by any act of employers.

Questions 18, 19. The effect of the strikes on the particular branch of industry in which they occurred, as to raising prices or otherwise, was very unimportant either way. On other branches of trade dependent upon or otherwise connected with that branch, the effect was bad as long as the strikes continued.

Questions 20–22. During the last 10 years there has not been a general strike in this town. There have been several instances of disputes between individual employers and their workpeople, when the latter gained an advance of wages. In the surrounding district there has been a general strike in the blanket trade, which lasted for two weeks, and which ended in the workpeople obtaining a permanent advance of about 10 per cent. upon their wages. We are not aware of any instance in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed.

Question 25. There have not been within our knowledge any recent instances of strikes to resist the introduction of machinery.

IV.—Effect on Trade.

Question 1. We think that the interference of trades unions has had a bad effect on some trades in this district, especially upon the coal trades.

Question 2. We cannot mention as within our own knowledge any instances in which capital has been withdrawn from any particular branch of industry in consequence of a rise of wages enforced by a strike, or the threat of a strike.

Questions 5, 6. Of late years there has been to some extent an increase of foreign competition in the woollen trade of this district, in respect of blankets for army purposes.

Questions 7, 10. We are not aware of the practice of sending portions of work to be executed abroad, nor of any cases where capitalists have transferred their capital, or any portion of it, abroad.

V.—Courts of Arbitration.

Questions 1, 2. We consider it highly desirable that courts of conciliation or arbitration, composed of employers and workmen in equal numbers, should be constituted for settling disputes.

Question 3. All questions as to work and rates of wages could be advantageously determined by such courts.

Questions 4–7. We should propose that their jurisdiction should be compulsory at the instance of either party, and also that it should exclude the jurisdiction of the ordinary courts of justice. It would not, however, be advisable that the same court should have jurisdiction to settle disputes in all branches of industry; but the court should in each case be composed of employers and workmen belonging to the branch of industry in which the dispute arose.

Questions 8, 9. The court should be summoned specially on each occasion when either party claimed its intervention, and the expense should be borne mainly by fees from the cases brought before it.

Co-operative Societies.

Questions 10, 11. We have had no experience of the working of co-operative societies, but believe that on the whole they are advantageous to the working classes.

Industrial Partnerships.

Question 12. The industrial partnerships, such as those of Messrs. Briggs and Messrs. Head, are of so recent a date that their advantages or disadvantages have not, we consider, been properly proved.

Amendment of Law.

Question 14. With respect to disputes voluntarily submitted to arbitration, the law should be altered so as to expedite the decision and curtail the expenses.

Question 15. We believe the existing law of partnership, as it affects co-operation and industrial partnership, to be sufficient to allow experiments in those directions to be fairly tried.

(2.) Answers from the Holmfirth Chamber of Commerce.

(2.) Holmfirth Chamber of Commerce.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions has not, in our experience, tended to facilitate or improve the dealings and relations between workmen and their employers.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our observation has been, with respect to the rate of wages, to increase it; and with respect to the hours of labour, and in some trades, to limit them.

Question 4. The effect of such policy has been to compel workmen here to contribute to the support of those at a distance; in some trades that effect has been disadvantageous to employers, but it has not operated upon trade generally to any great extent.

Question 5. No cases in which the plans of employers have been interfered with by or under the direction of a trades union have come under our observation for many years.

Question 7. In this district the unions have not been sufficiently powerful in developing themselves to have effect upon the character and well-being of the workmen.

Amalgamation of Unions.

Questions 8, 9. We think that the association or amalgamation of trades unions one with another is productive of great injury to the trade of the country, and this, independently of the proximity or remoteness of the unions so amalgamated.

Question 10. We have not had sufficient experience of trade councils to judge whether they operate beneficially or otherwise for the workmen or employers.

International Unions.

Question 11. We are not aware of any instance in which an attempt has been made to form an international trades union.

Amendment of Law.

Questions 14, 15. We consider that the present law relating to combinations is defective in not sufficiently preventing intimidation and conspiracy; and would propose as an amendment that absolute freedom to work without intimidation should be secured to non-union men, and that an offender should be punished by a predetermined fixed term of imprisonment.

II.—Effect on the Rate of Wages.

Questions 1, 2. The aim and policy, and in fact the effect, of such trades unions as have come under our notice have been to obtain a uniform and ever-advancing rate of wages, irrespective of trade being good or bad.

Questions 3, 4. A uniform rate of wages, fixed without reference to the merits of the individual workman, is detrimental to a skilled and superior workman, discourages individual excellence, and tends to the deterioration of workmen generally.

Questions 5, 6. By supporting a common standard, unions render wages more equable in different parts of the country.

E. Answers to General Questions.

(2.) Holmfirth Chamber of Commerce.

Question 7. It is the practice of central committees and councils of unions to encourage a transfer of labour.

Questions 8–10. We have not had sufficient experience to enable us to say whether workmen quitting a part of the country where work is slack are readily admitted to a union in another part, or allowed, without interference of any kind, to obtain employment there. In 1866 some stonemasons came from Huddersfield to Holmfirth, where there was a scarcity of hands, but the Holmfirth masons, by their overbearing conduct, compelled them to leave. As regards the conduct of members of a union towards other workmen in a town where they have not before been working, there is some difference in the treatment of union and non-union men under such circumstances.

III.—Strikes and Lock-outs.

Question 1. We have not had any strikes or lock-outs of any great importance.

IV.—Effect on Trade.

Question 1. As far as our experience has extended, the effect of the interference of trades unions on manufacturing operations and upon trade generally has been to shorten the hours of labour, to cause less work to be done, to raise the rate of wages, and to curtail trade.

Question 2. We do not know of any case in which in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred.

Questions 5, 6. In the woollen cloth and yarn trades there has been of late years an increase of foreign competition, which we attribute to the longer hours of labour and smaller wages on the Continent.

Questions 7, 9. We are not aware of any branches of industry in which it is the practice to send some portion of the work to be executed abroad, nor are there any instances in this district in which contracts for work which used to be executed here have recently been taken by foreign houses.

Question 10. We are not aware of any instances where capitalists have transferred their capital, or any portion of it, to the continent.

V.—Courts of Arbitration.

Question 1. In our opinion it is not desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes.

Co-operative Societies.

Questions 10, 11. We have had experience of the working of co-operative societies, and consider them to be decidedly advantageous to the working classes.

Industrial Partnerships.

Question 12. We have not given industrial partnerships, such as those of Messrs. Briggs and Messrs. Head, a sufficient trial to be able to say whether they are advantageous or the contrary.

(3.) Middlesbrough Chamber of Commerce.

(3.) Answers from the Middlesbrough Chamber of Commerce.

I.—Objects of Trades Unions.

Question 1. Trades unions undoubtedly serve to collect the opinions of the men, or rather of the more forward portion of them; but being not unnaturally regarded as means of coercion, a feeling of suspicion and antagonism is aroused amongst employers, which almost entirely destroys the kindly feeling and mutual interest which might exist. All intercourse between masters and men is thus more or less constrained and artificial.

Question 2. Trades unions have undoubtedly in some instances benefited the men, by forcing from grasping employers both a better rate of wages and a greater regard for their workmen's comfort.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our notice has been, in respect of wages and hours of labour, to get as much as they can for as little work as possible. For instance, in the iron trade, nine hours, and ultimately eight hours, per day is the object aimed at. With respect to the other particulars, overtime is objected to, and will by-and-by be abolished, if possible; the employment of non-union men depends altogether upon the strength of the unions and the firmness of employers; while the employment of unskilled workmen in the working of machinery is not so much objected to in the iron trade as might be expected. In this same trade, neither the number of apprentices nor piece-work is the subject of much contention. In fact, in some branches piece-work is the only possible system.

Question 4. As regards the effect of the policy of trades unions, one agitation succeeded in procuring the Saturday half-holiday; a strike amongst iron shipbuilders failed to procure the concession of nine hours as a day's work, and there has hardly been a single vessel built in Middlesbro' for nearly a year and a half in consequence of the strike; a third strike of iron-workers failed to resist a reduction of 10*l.* per cent. on wages, and crippled trade, men, masters, and the district generally.

Questions 5, 6. Cases of interference by trades unions with the plans of business of employers have come under our observation, especially in the building trades. In 1866 an absurd code of rules was published by the men in Middlesbro' dictating the modes of assembling before going to work, the places of assembling, the rate per hour at which they were to walk thence to and from their work, how they were to carry materials, in hods, not wheelbarrows, and so on.

Question 7. We do not think that trades unions have the effect of improving the well-being of the workmen in the least. Each trade pushes wages up, and consequently almost all the necessaries of life are enhanced in price. The men are as it were fighting in a circle, and end where they began. The characters of some of them are affected by the qualities which go to form an agitator.

Amalgamation of Unions.

Question 8. The advantage resulting from the amalgamation of trades unions one with another is, that it gives the men a wider area for subscriptions, and, therefore, gives them greater power to enforce their demands in any particular district. The disadvantage both to themselves and the public generally is, that it confirms and intensifies the jealousies which are always ready to spring up between labour and capital.

Question 9. The greater the distance between any two allied unions the greater the ignorance of each other's circumstances, and therefore the more likely they are to be led astray. Prejudice always rules as a matter of course, and the less the different societies know of each other's condition the worse for trade and trade prospects generally.

Question 10. A trades council is frequently a near approach to an oligarchy, and its grand mistake is that it substitutes for the healthy competition between shop and shop, firm and firm (a competition which can only benefit the public), a grinding uniformity amongst the men, and an unhealthy and unnatural antagonism between them as a body, and their masters as another and opposing body.

International Unions.

Questions 11, 12. We are not aware of any attempts to form international trades unions, other than those which have been publicly mentioned in the press. It is supposed that the late riots in Belgium have had their origin in such attempts; that country and Paris have been publicly spoken of in connexion with the iron and tailoring trades.

II.—Effect on the Rate of Wages.

Questions 1, 2. The aim or policy of the council of such trades unions as have come under our observation, has been uniformly to raise wages, and to resist all reductions wherever possible. The effect of the unions has been merely to anticipate the effect of the competition amongst different capitalists for the best labour.

Question 3. We consider the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, upon the character, skill, and conduct of such workman, to be bad in every sense. There is no reason why an unscrupulous indifferent workman should not exert and improve himself, and there is every discouragement to all good hands to work any more than they can help.

Question 4. The uniform rate of wages must, therefore, except in the case of the most scrupulously conscientious workman, bring them down to the average of the poorest hands, and thus tend to the deterioration of workmen generally.

Questions 5, 6. Unions do not necessarily tend to render wages more equable in different parts of the country. Facility of communication of itself equalizes the labour market equally with all other markets. Unions merely serve as channels of information, and assist the market price of

labour in settling itself. This is only where the union is passive.

Question 7. Central committees or councils transfer labour by passing men in or out of any given place as early as possible, so as not to compete with men already settled.

Questions 8–10. Should work be plentiful in the district to which workmen come who are quitting one part of the country for another, they are allowed without interference to obtain employment, but if possible they are forced into the union. When work is slack the men are passed on as above. Under such circumstances the union men are favoured in different ways in preference to non-unionists.

III.—Strikes and Lock-outs.

Questions 1–6. Four cases of strikes or lock-outs have come under our observation.

(1.) A strike of joiners at Darlington, May to September 1866, in pursuance of a demand for a rise of wages from 28*s.* to 30*s.* a week, in which the workmen were defeated. From 100 to 150 men were concerned in the strike.

(2.) A strike of shipbuilders at Stockton and Middlesbrough, about the same time as the last-mentioned strike, or a little earlier, with the object of limiting the working day to nine hours. The strike was not successful, and the consequences to the district were most disastrous. From 400 to 500 men were concerned in it.

(3.) A strike of bricklayers at Middlesbrough in May 1866, to obtain a rise of wages and to enforce a code of rules. (See answer to question I. 6.) It was not successfull. From 400 to 500 men were concerned in the strike.

(4.) A strike or lock-out of ironworkers in the Cleveland district from July to October 1866, on an attempt by the masters to reduce wages generally 10 per cent. Many thousands of workmen were concerned, and the consequences to the district were most disastrous. The workmen were defeated.

Questions 7, 8. New men were introduced into the district in consequence of the strike in case number (1.) and in case number (3.); and in the latter case men were brought at great expense and inconvenience from Norfolk, and were all, or nearly all, cajoled or frightened into leaving. In the former case some of the men on strike were permanently driven out of the trade in the district by the new comers. In case number (2.) there has been no work for anyone since.

Question 9. Some contracts were suspended in consequence of the strikes, and some, also, were to our knowledge declined.

Question 10. In the three first-mentioned cases the men took the initiative. In case number (4.) the masters gave notice for a reduction, which the men would not accept.

Question 11. In each case the councils of the trades unions directed the movements of the men.

Question 13. In the case of the joiners' strike—number (1.)—the men were allowed 15*s.* per week out of the funds, but the secretary and treasurer had 30*s.* each, the exact sum contended for; and singular to say, they were most persistent in declining to go in at the old terms—28*s.*

In the case of the ironworkers' strike—number (4.)—the men had 10*s.*, 5*s.*, 2*s.* 6*d.*, 2*s.*, or nothing, as money came in—frequently the last three items.

Question 14. Probably half the ironworkers' allowance was derived from their own funds, one-third from different trade societies in London and elsewhere, and the rest came in from public appeals. In the strike of the joiners their own fund supported them, raised by subscriptions of 1*s.* weekly.

Question 15. In the case of the joiners' strike—number (1.)—regular scouts were appointed to keep strangers from the town, and slight intimidation was used. In the case of the bricklayers' strike—number (3.)—influence of some kind was used to get strangers, who had been brought in by the masters, from the town; and in the case of the ironworkers' strike—number (4.)—an attack was made on the secretary of the ironmasters' association, stones were thrown, &c., but the outbreak was fortunately soon checked.

Questions 16, 17. Instances have come to our knowledge where workmen have been dismissed by their employers for taking part in a strike after the termination of that strike, but we cannot particularise such cases without giving names.

Question 24. Moral, or rather immoral, influence is always brought to bear to force men into combining to strike, both with union and non-union men; and a man does not like to be called "Black-leg," the common name for one who gives in.

Question 25. We are not aware of any recent instances of strikes to resist the introduction of machinery.

IV.—Effect on Trade.

Question 5. During the ironworkers' strike attempts were made to introduce Belgian iron, but with what success we are unable to say.

V.—Courts of Arbitration.

Question 1. It is not desirable in our opinion that courts of arbitration, composed of employers and workmen, should be constituted for settling disputes between employers and workmen. It is difficult to see what chance there would be of such courts, so constituted, agreeing at all. The masters may be assumed to have usually sufficient common sense to decide for themselves on vital questions affecting their interests, and are therefore not likely to require a court to decide for them. As regards the men, if a decision is given against them there are no means of enforcing their obedience to it, and in all probability they would at once accuse their representatives of truckling if they admitted themselves to be favourable to it. The great mistake is in confounding the two essentially different ideas conveyed by two entirely different uses of the term "arbitration." You can arbitrate in a question of law, but in attempting to settle questions of social economy in the same way it is found that the conditions are altogether different, and that the principles and rules do not apply. So long as we leave the British workman the common liberty of a British subject, we cannot arbitrate between him and his employers.

Co-operative Societies.

Question 10. A very interesting case of a co-operative society is now being worked out here in Middlesbro'. Messrs. Fox, Head, & Co., of the Newport Ironworks, have arranged their system of working substantially as follows:—They keep the management of the works in their own hands, but have the accounts regularly audited. If in any given year the net profits are so low as 5 per cent. they are content to take that per-centage; but if it ranges lower than 5 per cent. future and better years must make up the figure to 5. If the results, however, are better, the masters take 10 per cent. as their fair return for capital sunk, and any sum remaining after such assignment of profits is equally divided between them and the men; each man getting a bonus in proportion to his wages. The advantages of such a system are difficult to over-estimate. In the first place, it at once supplies an incentive to the whole body of the workmen to be both diligent and careful. In exceptional cases, and when very few men are employed, workmen may have such a personal regard for their employer that they will work as hard for him as they would for themselves; but this disposition is never found among large bodies of men. In the case of co-operative societies, however, an aim and incentive is at once supplied to induce the industrious to work themselves and to keep an eye on the laggards. It is only too notorious that in ironworks especially an enormous amount of waste continually goes on, both of time and material. It is an easy matter for a careless, indifferent, or perhaps ill-disposed workman to spoil iron worth twe or three pounds, and from what respectable working men have told us over and over again, the mere item of waste avoided is sufficient to make the difference between a handsome profit and no profit at all. Let the system have a fair trial and be put to the proof, and as soon as the men find that there is really a chance, and a very good one, of getting a bonus at the end of the year, it will stimulate them into industry and carefulness, if they need stimulating, which we are happy to say many do not. The obvious result of a successful trial of such a system must evidently be that men will find it to be to their interest to co-operate with their masters and work with, instead of fighting against, them. The true competition is for each establishment to work, masters and men, as of one mind, striving to produce an article better and cheaper than that of any other establishment; and the destined work of co-operative works is to substitute this natural and healthy state of things for the present barbarous and suicidal contest between capital and labour.

E.
ANSWERS TO GENERAL QUESTIONS.

(4.) Sheffield Chamber of Commerce.

(4.) ANSWERS from the SHEFFIELD CHAMBER of COMMERCE.

I.—OBJECTS OF TRADES UNIONS.

Question 2. The leading questions between employers and workmen are the rates of wages, quality of work, number of apprentices, and hours of labour; but whatever the apparent and temporary advantages accruing to the men from unions may be, we believe that no permanent gain would result to the working classes ultimately.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our notice has been, with respect to wages, to obtain absolute uniformity of the rate of wages without reference to the skill of the workman; with respect to apprentices, in most trades determinedly to limit their number; with respect to piece-work and overtime, to allow them, piece-work being generally the rule in Sheffield; with respect to the employment of non-union men, to employ every impediment and annoyance possible in order to prevent their working. In most trades machinery is professedly admitted, but practically opposed, whether worked by skilled or unskilled men.

Question 4. According to our experience, the general result of the policy of trades unions has been, that the workmen have not been benefited as a class; that employers have been decidedly injured; and that the full development of the trade of the district has been prevented by driving it into other localities.

Question 6. Cases of interference with manufacturers on the part of trades unions are constantly occurring, sometimes in consequence of apprentices, sometimes for employing non-union men, at others to compel their own members who are in arrears with their contributions either to pay up at once or be dismissed, at others when a manufacturer may introduce an objectionable plan of manufactures, &c. The following are rough sketches of a few such cases:—

Messrs. T. Turton & Sons employed a file grinder named W. Jeffcock, who is a non-unionist; the secretaries of the file trade union applied for his dismissal, which was refused, and at the present time nearly the whole of the file makers then employed by Messrs. T. Turton & Sons are on strike for the purpose of enforcing the dismissal of Jeffcock, or his compliance with the dictates of the trade union.

Four months ago, the workmen in the file trade employed by Messrs. Bramall and Bedford struck work, because five of the men were in arrears with their contribution to the trades union. The result was, that the employers had to dismiss one of the men, and arrangements were made with the others to pay up.

The edge tool grinders employed by Messrs. W. & S. Butcher have been on strike for about four months under very similar circumstances to the above case.

A few months ago Messrs. Pearson & Lucas were fined 6*l.* 6*s.* by the edge tool grinders' union as expenses caused by a partial strike, in consequence of Messrs. Pearson & Lucas having given work out to grind to a non-unionist, although all their own grinders had full work, and no other grinders could be obtained from the union.

About two and a half years ago Mr. Wm. Torr was not paying full price to the whole of his file hands. They were drawn out by the trade union, afterwards his books were stolen, his bellows cut, and other damage done; he was also made to pay a considerable sum of money to the trades union, &c.

About the beginning of 1865 James Addis (a very superior workman), edge tool forger, came down from London to work for Messrs. Ward & Payne; he went to the edge tool makers union, offered to pay an entrance fee of 15*s.* and to pay his weekly contributions, and engage not to become a recipient from their fund; he was, however, not permitted to do so. Ward & Payne then employed him as an outworker, which much annoyed the union. Shortly after the nuts and plates from 14 grinders' troughs were rattened (stolen), and consequently these grinders could not work. Ward & Payne then sent for the edge tool forgers' secretary, who stated that if Addis was discharged the stolen tools would be found, and the grinders resume work; this Ward & Payne at last consented to do, when the edge tool forgers' secretary demanded 30*l.* as expenses, which Ward & Payne had to pay.

Messrs. Slack, Sellars, & Co., saw manufacturers, give the following brief account of their recent trade dispute:

"In December 1865 we advanced our saw-handle makers 10 per cent., believing other manufacturers were doing the same; our men not content advanced the prices of one kind of handle about 15 per cent. extra, and got paid for the making without our knowledge; we deducted this extra charge, and for this our handle makers left our employ; the trades union refused to send or allow us men; we got non-union men and conducted our business as usual, paying full prices; a deputation wrote, asking our managing partner to meet them to discuss the matter; the meeting took place on Saturday afternoon, and their demand was that if we would turn away the non-union men they would supply us with others to fill their situations. We refused to do so. On the following Monday our wheel-bands and nuts were stolen. We then negociated with grinders out of the union, because our grinders acknowledged that they were paid by the trades union to stand idle. Our works were watched and saws were followed to ascertain where they were ground, and who ground for us. We found Fearnehough some work, and to satisfy his landlord we placed for five weeks a policeman to watch the premises. During this time our anvil men all gave notice without stating what grievance, if any, they had; we then employed non-union anvil men (some of whom had become so in consequence of their having got into arrears in their payments), and the union succeeded in drawing out five or six of these men, excusing all arrears of contributions and paying them full scale to stop out. The next move was that the secretary waited upon us after about 13 weeks' turn out, to say, that our old workmen should return to us again without prejudice, on condition that each man should return to his own situation, and that we should turn off all our new men. In justice to our new men we refused to do this, and in a few days after a general meeting of the grinders, anvil men, and handle makers took place. On the first following Monday, Fearnehough's house was blown up."

Question 7. Trades unions have had in many ways, according to our observation, prejudicial effects on the character and well-being of the workmen.

AMALGAMATION OF UNIONS.

Questions 8, 9. The power of unions for evil being increased by amalgamation, we regard it as disadvantageous, and the disadvantage is increased by the remoteness of the union or unions with which those of this locality may be connected.

Question 10. We do not think that a trades council operates beneficially either for workmen or employers.

INTERNATIONAL UNIONS.

Question 11. We have no trustworthy information as to international unions.

AMENDMENT OF LAW.

Questions 14, 15. We consider the present law relating to combinations among workmen defective, as affording no remedy for the abstraction of tools, under the plea that it is not done with a felonious intent, but merely to compel the man to do something that the union requires of him, and that it allows workmen to do acts which are greatly in restraint of trade. We would therefore propose that any taking away or removal of tools for the purpose of obstructing trade should be considered an offence punishable by fine or imprisonment, that certain acts to be defined, done in restraint of trade, should be made misdemeanors, and that a clear definition of the law in reference to intimidation and threats should be propounded.

II.—EFFECT ON THE RATE OF WAGES.

Questions 1, 2. The aim or policy of the councils of trades unions has been to raise wages. The effect of unions has been to increase the rate of wages, but after deducting payment to the unions, loss of time by working short hours to attend to union business, disputes and strikes, the net annual income of the workman has been decreased rather than increased.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, upon the character, skill, and conduct of such workman, is in every respects injurious, and a rate of wages thus fixed tends to the deterioration of workmen generally.

Question 5. We have no information as to whether trades unions render wages more equable in different parts of the country.

Question 8. In the case of union workmen quitting a part of the country where work is slack, and seeking employment elsewhere, if they joined the local union they *might* be allowed to work, but generally a non-unionist would not be permitted to do so.

III.—STRIKES AND LOCK-OUTS.

Questions 1–6. The last strike of any importance in this town was in 1866, and arose from a demand of the grinders, through their trades union, for an advance of wages which was refused by the employers. The grinders gave notice to strike, consequently the masters were under the necessity of discharging the other branches of the trade, as they could not employ them without the grinders. The strike lasted sixteen weeks, at the expiration of which period the workmen in every branch had not only to resume work at the old rate of wages, but during the strike they were compelled to withdraw their opposition to the introduction of machinery, for until the end of April they refused to allow the Sheffield file manufacturers to use machines, although members of their union were allowed to work along with machines in other towns. In consequence of this strike about 6,000 hands (men, women, and boys) were thrown out of work, and of this number about 5,000 were on strike.

Questions 7, 8. No new men were introduced in consequence of the strike, except a few mechanics to work machines, nor were the men on strike permanently driven out of the district by the new comers. Many contracts and orders went elsewhere which would have been executed in Sheffield but for the strike, and several manufacturers failed who attributed their failure to its effects.

Question 11. Previous to and during the whole of the strike the negotiations on the part of the men were conducted by the trades union executive, and occasionally by delegates from the Association of Organized Trades. When the file grinders gave notice to strike on the 13th January no association of employers existed in the trade, but one was formed in February for mutual protection.

Question 12. In the file trade the men are paid by piece work according to uniform printed lists, and at the time of the strike the advanced rates obtained in 1853 and 1854 were being paid.

Question 13. As nearly as we can ascertain, the strike allowance to the grinders was 8*s.*, their wives 3*s.*, each child under 12 years of age 1*s.* 6*d.*, each apprentices 4*s.*, per week; to the file smiths 7*s.*, to their wives 2*s.*, to each child under 12 years 1*s.*, to apprentices 2*s.* 6*d.*, and to each woman working at and paying to the trade 2*s.* 6*d.*, all per week.

Question 14. We believe that no accounts have yet been published of the cost of this strike, but it must have been at least 20,000*l.* Of the expenses 7,502*l.* were raised by subscriptions through the country from trades unions and the public. Of this sum the chief items are 1,877*l.* from Sheffield, 1,855*l.* from Lancashire, 1,185*l.* from Amalgamated Engineers, 721*l.* from London, 877*l.* from miners. The funds, however, were chiefly raised (as we are informed) by loans from individuals and friendly societies.

Questions 15, 16. No instance of intimidation or molestation of workmen not taking part in the strike has come to our knowledge beyond the case of G. Webster, a file grinder, who was twice rattened; nor do we know of any instances of intimidation or loss suffered by any persons engaged in the strike at the hands of their employers.

Questions 18, 19. The strike was injurious to the file trade of Sheffield, especially by assisting foreign manufacturers. It was also injurious to other branches of trade which were dependent on, or otherwise connected with, the file trade.

Questions 20–22. We are unable to define what number of strikes have taken place during the last ten years in Sheffield, nor how many have succeeded or failed. In this town the trades having unions are various, and strikes and disputes between employers and workmen are unfortunately very frequent. In the common table and pocket cutlery trades strikes frequently occur during times of good trade, and high wages are demanded, and generally obtained, but often last only a few months, when trade falls, and wages tumble accordingly. Workmen not taking part in a strike are generally affected the same as those who do so.

Question 24. We know of no instance in which the combination usually resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed. Union men will not work with non-union. During the file strike of last year the workmen employed by the co-operative company were allowed to work, and generally paid at the terms against which the men were on strike.

Questions 25, 26. The manufacturers of the town, knowing the feelings of unions in reference to machinery, have not dared generally to introduce it. When, however, this has been done, both the manufacturers and the workmen employed on the machines have been subjected to threats and intimidation contained in anonymous letters, and in many instances the machines have been destroyed in the night time, and the manufacturer has deemed it prudent eventually not to work them. The following are a few instances:—A few years ago Messrs. W. & S. Butcher bought several machines for cutting files, but were distinctly informed by the trades union secretaries that so long as they had a penny in the box they would stop them with all the power they possessed. The result was that the machines were not used.

In the beginning of 1860, Messrs. Wheatman and Smith had a machine for grinding long saws, and upon the 17th January 1860, a fierce explosion took place on the premises; anonymous threatening letters were sent to the principals and their wives, and the result was that the firm ceased to use the machine.

Mr. James Robinson, brick manufacturer, states that in 1865 he had a dispute with the brickmakers' society, who imposed a tax upon him of a halfpenny per thousand bricks because he ground his clay by machinery, as they considered it did away with the tempering. Not being thoroughly settled, the dispute was renewed in September 1866, when the union called a meeting of his men, and it was then proposed that if they would draw themselves out, they (the men) would be allowed 18*s.* per man per week during the first three weeks; but on the fourth they only received 10*s.* each, being at the same time informed that they must seek work as nothing more would be allowed them out of the union, but a heavy fine was imposed upon them in case they offered to go back to work for him (Mr. Robinson). Notwithstanding this, most of the men did resume working for him as non-unionists. The dispute not being yet settled, there were always two or three pickets following the carts laden with bricks made by him, for the purpose of stopping the bricklayers from using his bricks. The consequence of all this was that the greater portion of his trade was stopped, and he suffered a serious amount of injury.

IV.—EFFECT ON TRADE.

Questions 1, 2. As far as our experience goes, the effect of the interference of trade unions has been greatly in restraint of the natural expansion of trade. We are not, however, aware of any immediate withdrawal of capital in consequence of a strike or the threat of a strike.

Questions 5, 6. In all the staple trades of this town there has been an increase of foreign competition of late years, partly owing to the low rate of wages given abroad, but mainly to the unions and vexatious restrictions imposed by the unions.

Question 7. It is not the practice in the trades of this locality to send portions of the work to be executed abroad.

V.—COURTS OF ARBITRATION.

Question 1. Courts of arbitration may be useful in trades when new articles and new modes of manufacture are frequently introduced, but the staple trades of Sheffield do not appear to us to require any such arrangement for settling prices between employers and employed, since it is not probable that those questions which are likely to arise between master and workmen (such as the employment of non-union men, the introduction of machinery, the number of apprentices, &c.) would be easily settled by mixed courts of masters and men.

CO-OPERATIVE SOCIETIES.

Question 10. Co-operative societies have signally failed in Sheffield.

INDUSTRIAL PARTNERSHIPS.

Question 12. We have not sufficient knowledge to justify a decisive answer as to the advantages or disadvantages of industrial partnerships.

AMENDMENT OF LAW.

Question 14. We think that the present law is sufficient to allow the experiment of industrial partnerships and co-operative societies to be fairly tried.

(5.) Answers from the Wolverhampton Chamber of Commerce.*

There are two trades in this district in which unions have shown activity and strength. They are (1) those connected with building, and (2) the coal and iron trade. Both employers and employed in these trades have given evidence in detail as to the working of the union system. It is therefore probable that this chamber could add but little to the facts collected. But the questions issued to the various Chambers of Commerce permit and even invite a statement of the conclusions to which they have arrived. Your Committee have therefore prepared the following report, in the hope that it may not be unworthy the consideration of the Commission:—

I. We are of opinion that it would be far better if unions for regulating wages were entirely unknown both to masters and men. We believe that the enforced payment of the same wages to good and indifferent workmen is injurious both to employers and employed. We believe that a large and simultaneous alteration of wages is an artificial arrangement, and the direct result of combinations. We believe that without such combinations on either side wages would be less liable to great and sudden changes, yet that they would certainly and gradually rise and fall, and that on an average of years the rate of wages would be quite as high and the amount paid for wages higher than the present system permits. It is claimed, indeed, for the unions that they have obtained much higher wages for their members. But the comparison should be made, not between present and past wages, but between the wages of trades that have and trades that have not a union. In the iron trade many of the puddlers who have a union say that their under-hands, who have no union, have obtained a disproportionate advance.

II. Trades unions are in their origin voluntary associations. The first condition of their existence should be that they continue voluntary. They must not expect to enforce their rules on dissentients either by violence or by law. That violence is wrong they themselves admit. But it is equally clear that the Legislature cannot step in to direct, restrain, or punish men who refuse to join or to obey a union; for if the law were to enforce rules controlling the numbers, movements, and wages of all artisans and labourers, *the law must make the rules*, and it would be guided in making them not by the wishes of each trade union, but by the interests of the whole country. There would thus be a national organization of labour. It would revolutionize society, but it would not sanction, because it would supersede, trades unions. When, therefore, the unions endeavour to coerce and overawe men who are not members, they are not exercising in an irregular way powers which a slight alteration in the law might give them; they are usurping an authority which the law might possibly arrogate for itself, but could by no possibility delegate to them.

Argument on such a point may appear superfluous, and yet it is clear that a very great step will have been gained when trade unionists fully and heartily accept as a first principle this maxim: "The law, while it permits men to "combine, must equally protect in his independence any "man who may prefer to avoid such combination."

III. If trades unions are to be permitted, but only as strictly voluntary associations, what alterations of the law are desirable?

i. The unions ask that they may be allowed to prosecute fraudulent officers for embezzlement, and to enforce their subscriptions and other payments in a court of law. We think these privileges should be conceded, not only to trades unions, but to any association that may wish to sue and be sued, provided only that its rules are within the limits of the law. To ensure this latter condition every such society should be registered, and a copy of its rules deposited at the registry. The machinery provided for the registration of births, deaths, and marriages might easily be made available for this deposit. The approval and signature of the registrar of friendly societies would be *primâ facie* proof that the rules were within the law.

ii. The test of legality would be non-interference with the free action of any man outside the association, and reasonable conditions for those who might resolve to leave it. Under the former head it would not be an illegal rule that each member should accept only certain wages or work, only a certain number of hours, or even that he should train only a certain number of apprentices. But, although each workman has a right to refuse to work with non-union men, and each master has a right to refuse employment to unionists, yet we think that neither party should be allowed to make the enforcement of this right a rule of their society; for that which is fairly done by individuals may become unfair when made the rule of an association. Again, a rule that no bricklayer in Salford should be allowed to work in Manchester, or that no labourer should be allowed to set bricks, would be clearly illegal.

Under the second head, every set of rules should allow a member to retire on giving a certain notice; and, inasmuch as the formalities of giving a proper notice are not easy of acquirement by working men, no action for subscriptions, payable weekly or monthly, should cover a period of more than three months. When more than three months had elapsed without payment, a man should be held to have ceased to be a member, unless by some fresh act he renewed his obligation.

iii. But the provision of freedom to retire can scarcely be effective, unless it be further ordered that a trades union and a benefit society shall not be combined. The two objects are incompatible. If an insurance company were to embark in business and fail, its directors would doubtless be punished. A strike is at best a perilous business in which to risk funds provided for the relief of sickness, or of the widow and orphan. It is difficult to imagine anything more cruel and unjust than that a man should contribute for years to his club or union in the hope that he would be relieved in sickness and his family assisted when he died, and then that he should find the funds of the club exhausted by a protracted strike.

iv. In order to provide that the funds shall be used only for the purposes named in the rules, the accounts of trades unions should be submitted in detail to the registrar or his deputy, and a copy of them should be accessible at the registry. The officers and governing body should be liable to make restitution for all payments not authorized by the rules.

v. If a society be not registered it should have no right of action either against its officers for the funds, or against the members for subscriptions; but, on the contrary, every member should be entitled to recover from the officers individually twelve months or two years subscriptions.

IV. These suggestions, even if fully carried out, would fail to meet two possible evils. The first is, that a society professedly voluntary, and using its funds in accordance with legal rules, might yet, by a secret understanding among its members, encourage such crimes and such interference with the freedom of other men as we have seen reported from Manchester and Sheffield. For that state of things we can only look for a remedy to an efficient police, to a firm administration of the law and a severe punishment of offenders, and, above all, to the growth of a spirit of self-reliance among working men.

The second evil is, that a union may be perfectly legal both in its rules and its actions, and may also be extremely powerful, and may use its power unwisely. Men may combine to advance their interests, but may entirely mistake the course by which their interests would really be advanced. They may resist a fall in wages that is absolutely necessary, or strike for an advance that would paralyze the trade for years. In the same way the masters may refuse or delay an advance which the demand for labour would warrant. Each party may inflict on itself, on the other, and on the country, incalculable mischief. For neither the one nor the other calamity can a certain remedy be found. We can but endeavour to bring about a better mutual understanding. For this end boards of reference or conciliation may be of service, if only in this one particular—that they would bring the two parties face to face. It is, however, essential that, when such arrangements are made, both the masters and the men who are not in any union should be represented; otherwise, we may strengthen the pernicious belief that a union, whether of masters or of men, has some kind of authority beyond itself, some reason to complain when those who are not members refuse to acknowledge its decision.

V. i. Throughout this report unions of masters have been compared with unions of men, and evils corresponding with those produced by the latter are supposed to be probable fruits of the former. But it appears only just to observe that there are far fewer unions of masters than of men; that where they do exist there is no attempt to enforce their decisions by any mode of coercion or intimidation on those who are not members; and that, as a rule, masters who dissent from the policy of their union may at any time, and without loss, withdraw.

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* It will be seen that the answers from the Wolverhampton Chamber of Commerce are in form of a Report from a Committee of the Chamber.

ii. It has been suggested above that the test of legality should be the absence of any interference with men who may not wish to be members of a union. This test is proposed because that of "restraint of trade" is so wide as to be practically useless. Unhappily, many things which are in restraint of trade may at times be necessary—strikes, lock-outs, short time. But although exceptional restrictions may be necessary, and on that account the test is not a good one for law, yet your Committee think it right to record their protest against the policy which has been too often adopted by trades unions—a policy calculated to diminish the value to society of each man's labour. To enforce restrictions on the amount of work any man may do, to limit the number of apprentices he may teach, to forbid the use of machinery—what is all this but to adopt the theory that the less work a man does the more food and clothing he will get for it, and the more people are compelled to be idle the richer will those be who are employed?

(6.) Dewsbury Trades Council.

(6.) ANSWERS from the DEWSBURY TRADES COUNCIL.

I.—OBJECTS OF TRADES' UNIONS.

Question 1. This council is satisfied that trades unions have tended materially to facilitate and improve the dealings and relations between workmen and employers.

Question 2. The benefits resulting from the action of trades unions are to maintain the rate of wages, to regulate the hours of labour, and to prevent any undue advantage being taken by the employers.

Question 3. The rules or policy of the council of such trades unions as have come under our observation have tended to maintain the rate of wages, and to regulate the hours of labour. Some trades in the district do restrict the number of apprentices, and piece-work—but the staple trade (woollen) have no rules on these points, but advocate piece-work. All trades in this district are opposed to overtime, and some to the employment of non-union men.

Question 4. According to our experience, the policy of trades unions has tended to improve the condition of the workmen, and according to our judgment it has been to the interests of employers and trade generally.

Question 5. We know of no cases in which the plans of business of employers of labour have been interfered with by or under the direction of a trades union.

Question 7. According to our observation, the effect of trades unions on the character and the well-being of the workmen has been to materially improve their character, both morally and socially.

AMALGAMATION OF UNIONS.

Question 8. In our opinion the amalgamation of trades unions one with another has a tendency to prevent any individual or branch from taking undue advantages of the employers from circumstances which have only a local bearing.

Question 9. The advantages of amalgamation are not affected by the proximity or remoteness of the unions amalgamated.

Question 10. Trades councils operate beneficially by appointing deputations to confer with employers in case of any grievance, whereby many strikes are averted.

AMENDMENT OF LAW.

Questions 14, 15. This council is of opinion that the present law relating to combinations among workmen or their employers is defective. First, in not providing for the establishment of courts of arbitration, which should command the confidence of both parties interested by their equitable constitution, wherein trade disputes might be arranged. Second, in there being no provision for the security of the funds of trades unions, which are not opposed to the spirit of the laws.

II.—EFFECT ON THE RATE OF WAGES.

Question 1. The aim or policy of the council of such trades unions as have come under our observation, with reference to the question of wages, has been to obtain an uniform rate of wages.

Question 2. In our opinion the effect of trades unions on the rate of wages has been to equalize them.

Questions 3, 4. When an uniform rate of wages is established, there is generally some understanding as to the amount of work to be done for such wages, and if it be said that such a system has a tendency to reduce individual activity, it must be remembered that it also tends to bring up more indifferent workmen to a fair standard of efficiency: this cannot be said to be injurious either to the character, skill, or conduct of workmen generally.

Questions 5, 6. Unions render wages more equable in different parts of the country by obtaining an advance in low paid districts.

Questions 8, 9. Workmen quitting a part of the country where work is slack are readily admitted to a union in another part of the country, and are rendered assistance in obtaining employment if they can prove themselves efficient workmen.

Question 10. There is some difference in the treatment of non-union and union men under such circumstances; the preference is given to union men.

III.—STRIKES AND LOCK-OUTS.

Question 1. Two strikes and one lock-out in the woollen trade in Dewsbury, 1865, have come under our observation.

Question 2. The first strike took place in consequence of the employers attempting to do away with piece-work and to enforce day work, the average wage per week by piece being 30*s*., and the offer of the employers for day work 18*s*. per week, being a reduction of 12*s*. Another strike and lock-out took place in the woollen trade, March 31st, 1865, the cause of which was, the men desired to work by piece on self-acting mules the same as other machinery engaged in the woollen trade.

Questions 3, 4. The object aimed at by those engaged in the first-named strike, which lasted about a week, was to work by piece; by those directing the lock-out, which lasted about seven weeks, to enforce day work.

Question 5. The object of the first-named strike was accomplished; the strike and lock-out partially so.

Question 6. The number of men concerned in the first-named strike was about 40; in the strike and lock-out about 2,500.

Questions 7, 8. In some cases new men were introduced, but it did not affect the rate of wages; nor were any of the men on strike permanently driven out of the trade in that district by the new comers.

Question 9. We know of no contracts being given up in consequence of either the strikes or lock-out; nor were any employers' establishments permanently closed.

Questions 10, 11. The workmen, about 40, struck of their own accord; no union existed at this time; but we (as a trades council) are of opinion that had there been an union of factory operatives the strike would not have taken place. It was conducted by a committee appointed at a public meeting of factory operatives, held after the strike had commenced. The lock-out was directed and organized by the employers' association.

Question 12. The average rate of wages down to the time of the strike was 30*s*. per week.

Questions 13, 14. The allowances to the workmen on strike or lock-out, which varied according to the funds in the hands of the committee, were derived in part from the factory operatives who were not locked-out, in part from the public, and in part from the various trade societies in the West Riding of Yorkshire. We have now no information as to the exact amount received from these sources.

Question 15. We know of no intimidation or molestation of workmen not taking part in the strike. Two men who had taken an active part in the strike, and who had returned to their work before its termination, were molested by the mob, but not with the sanction of the strike committee, the members of which had publicly expressed their readiness to be sworn in as special constables for the preservation of the peace.

Questions 16, 17. We know of two instances of loss suffered by persons engaged in the strike at the hands of their employers: one, where two men were dismissed for attending a meeting in connexion with the first-

E. Answers to Questions to Secretaries.

(6.) Dewsbury Trades Council.

named strike; the other, where one man was dismissed for collecting subscriptions for the support of those locked-out.

Questions 18, 19. We, as a trades council, have no information as to the effect on trade which resulted from the strikes and lock-out.

Question 24. We know of an instance among the iron-founders where there was combination resulting in a strike, wholly voluntary, in which dissenting members of the union and non-union men were freely allowed to accept the terms against which the strike was directed.

Question 25. There have not been within our knowledge any recent instances of strikes to resist the introduction of machinery.

IV.—Effect on Trade.

Question 1. So far as our experience has extended, the effect produced by the interference of trades unions on manufacturing operations, and upon trade generally, has been for good, inasmuch as it has tended to equalize the rate of wages, thereby placing the manufacturers on an equal footing in the market.

Question 2. We know of no instance in which, in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred.

Questions 5, 6. It is within our knowledge that there has been of late years an increase of foreign competition in the iron trade, which may be attributed to the fact that the masters, finding the demand for iron increasing, raised its price most exorbitantly within a short period, increasing wages to some little extent during that process, but deriving immensely larger profits for themselves than they had derived before, and thus the trade was thrown open by the action of employers to foreign competition.

V.—Courts of Arbitration.

Question 1. In our opinion it is desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes.

Question 2. Such courts should be constituted of equal numbers of employers and employed of the trade in dispute, with a chairman appointed by Government.

Question 3. All questions referring to wages, or the regulation of the hours of labour, should be settled by such courts.

Question 4. We thould propose that the jurisdiction of such courts should be compulsory, and be called at the request of either party.

Question 5. The jurisdiction of these courts should exclude the jurisdiction of the ordinary courts of justice on matters pertaining to wages and hours of labour.

Question 6. We should not propose that the same court should have jurisdiction to settle disputes arising in all branches of industry. See answer to question No. 2, above.

Questions 8, 9. We should propose that the court should be summoned specially on each occasion when a dispute had arisen in which either party claimed its intervention, and that the expenses of such courts should be borne by the party whom the said court decide against.

Co-operative Societies.

Question 10. We have had experience in the working of industrial co-operative societies.

Question 11. Such societies have a threefold advantage to the working classes. First, pecuniary, inasmuch as every member gets his proportionate share of the profits made. Second, socially, as the members are regularly called together and learn business habits. Third, educationally, most societies having their library, reading-room, or night school.

Industrial Partnerships.

Question 12. In our opinion there are great advantages attending the establishment of industrial partnerships like those of Messrs. Briggs and Messrs. Head. There can be no doubt but that anything like an approach to the universal adoption of this principle advocated and practised by Messrs. Briggs and Co. would put an end to strikes of any importance.

Question 13. We know of no difficulties in the way of the successful working of such industrial partnerships except those which employers might have to overcome. If miners have perceived the value of the principle and used their best efforts to ensure its success, the general body of working men in other trades would certainly offer no opposition to its adoption, but, on the contrary, would lend their best efforts to carry it out.

Amendment of Law.

Question 14. We are not aware of any special difficulty in the existing law relating to arbitrations.

Questions 15, 16. We do not desire to offer any opinion on the law of partnerships, but the flourishing state of co-operative societies in this country, when they are properly managed, would seem to indicate that there are no great grievances under the present law.

(7.) S. Allhusen & Sons.

(7.) Answers from S. Allhusen & Sons, Limited, (signed by Messrs. C. and Henry C. Allhusen,) Chemical Manufacturers, Newcastle-on-Tyne.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions, according to our experience, has not tended to facilitate or improve the dealings and relations between workmen and their employers, inasmuch as they interpose a third party, viz., delegates, between employers and employed, and thus tend to prevent that free and straightforward action and fair consideration which are so valuable when differences arise.

Question 2. Ultimately the action of the union does not operate beneficially for the workmen, though for a time, by raising the rate of wages or lowering the amount of a day's work, it may seem to do so.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our observation has been, with respect to the rate of wages, to regulate it, so that there may always be a pretext for a further advance; with respect to the hours of labour, to limit them unreasonably; with respect to apprentices, to limit their number as far as possible; and with respect to non-unionists, to throw them out of employment.

Question 4. The effect of that policy has been most prejudicial to all interests.

Question 7. According to our observation the effect of trades unions on the character and the well-being of the workmen has been injurious. A workman surrenders his own character and judgment in submitting to trades union dictation. Societies of this description engender a state of discontent, and frequently urge the commission of unfair and illegal acts towards employers and workmen seeking employment.

Amalgamation of Unions.

Questions 8, 9. In our opinion amalgamation of unions extends the evil. The nearer the unions which amalgamate may be, the greater the chance of dissension amongst them —an advantage or disadvantage as the case may be.

Question 10. A council of unions of various trades cannot operate beneficially for any class of employers; the bias of such a council must be self-evident.

Amendment of Law.

Question 14. The points in which the present law relating to combinations among workmen or their employers is defective are in permitting the existence of combinations in restrict of trade, and in not enabling members of such combinations to be adequately punished for leaving their work without due notice, hovering about their employers' premises, and preventing other men from taking their places by falsehoods, threats, and cowardly outrages.

Question 15. The amendments which we would propose are, that no restraint whatever regarding trade shall be imposed on any member of a union, and that the presence of any clause with a tendency to restrict trade shall render all rules of such a union illegal; but amendments to remedy existing defects could best be suggested by the Commission.

II.—Effect on the Rate of Wages.

Questions 1, 2. The aim or policy of the council of such trades unions as have come under our observation has, with reference to wages, been to raise them, possibly by fair

means, but to raise them; and the effect has been unduly to disturb the rate of wages.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, we hold to be injurious and opposed to common sense and justice. Where no incentive to improvement exists deterioration must follow.

Questions 9, 10. As far as our experience extends, the conduct of members of a union towards other workmen in a town where they have not before been working is practically very indifferent, a decided preference being shown towards unionists.

III.—Strikes and Lock-outs.

Question 1. As the firm could not recapitulate the various strikes that have come under its observation, the most important shall be noticed, as a fair example of the rest. This occurred on the 28th March 1865, when about 120 men employed in the chemical processes left their work without proper notice.

Question 2. The circumstances that gave rise to the strike were these:—In one process all the furnacemen left their work because some other men (non-unionists) were placed at the furnaces to observe the method of working, although the furnacemen were not requested to teach them. This was a precautionary step taken by the firm, as the demand for furnacemen was greater than the supply, and it was essential to have some spare hands. When these furnacemen, 48 in number, left, their places were filled by other men, and as the firm would not consent to discharge the latter and re-employ the former, the union ordered every man in every process out of the works without a minute's notice. The men so ordered out by the union confessed they had no grievance and that they were perfectly satisfied with their wages, which in one department had been raised without any demand.

Questions 3, 4. The objects aimed at in the strike, which lasted nearly a month, were to raise the wages step by step throughout the works, and to allow unionists only to be employed by the firm.

Question 5. The object was completely frustrated, the result being that in a month the works were in full operation, though in the meantime the loss to the firm was great, and the men who struck suffered severely. These strikes also affect the public, as they materially increase the cost of production.

Question 7. In consequence of the strike new men were gradually introduced, but no material change was effected in the rate of wages. Great difficulty was experienced in retaining these men, and many left after working a day or two, through intimidation.

Question 8. The men who had been on strike were not permanently driven out of the trade by the newcomers, but many who had been paid at the rate of 4*s.* to 5*s.* per day worked for some time as labourers elsewhere at 2*s.* 8*d.* to 3*s.*

Questions 10, 11. The workmen who struck were directed to leave, much against the will of the majority, by the union, by whom the strike was organized. The union is composed of furnacemen and labourers employed in the various chemical processes on the Tyne.

Questions 12, 13. The furnacemen who left because other men were posted to observe how to work received 3*s.* 10*d.* per day for 8 hours. The remainder, who struck because the former were not allowed to return, were in receipt of from 4*s.* 4*d.* to 5*s.* 6*d.* per day for 12 hours. Great promises of allowances were made by the union, but few, if any, of the men received more than 20*s.* during the whole period of the strike.

Questions 15–17. There were many instances of intimidation of workmen not taking part in the strike, but none, in this or in any other strike, on the part of employers. The men on strike watched and followed the others to their work; they sent their wives to molest them even to the gates; and, to crown the cowardly proceedings, an attempt was made to injure or kill the men in the works by causing a great escape of chlorine gas in the middle of the night.

IV.—Effect on Trade.

Question 1. The effect of the interference of trades unions on manufacturing operations and upon trade generally has been most detrimental.

Questions 5, 9. There has certainly been of late years an increase of foreign competition in both the iron and the chemical trades. We cannot state any instance in which contracts for work which used to be executed in this country have in recent times been taken by foreign houses, but productions we used to send to the Continent are now sent here, and if the present system of trades unions continue many branches of home industry will be destroyed.

V.—Courts of Arbitration.

Question 1. It is, in our opinion, decidedly not desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes between employers and workmen. Practically, the awards of such a court would not be observed, and its very existence would render disputes more numerous.

Industrial Partnerships.

Question 12. With respect to industrial partnerships, such as those of Messrs. Briggs and Messrs. Head, in our opinion their advantages are confined to theory, their disadvantages to practice. It is not likely that establishments of this sort will long continue in operation.

(8.) Answers by Mr. Henry Brown, General Manager of the Metropolitan Railway Carriage and Wagon Company, Limited, Saltley Works, Birmingham.

(8.) Henry Brown.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions, according to my experience, has not tended to facilitate or improve the dealings and relations between workmen and their employers.

Question 2. The leading questions between the employer and the workmen in which I think the action of the union operates beneficially for the workmen are the increase of wages and the diminution of hours of working.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under my observation has been, with respect to wages, to raise them; with respect to the hours of labour, to reduce them; with respect to apprentices, to restrict their number. Neither piecework nor overtime has hitherto been objected to in our business. The employment of non-union men is objected to by unions. The employment of unskilled workmen in the working of machinery has not been objected to, probably because there is not much room for the objection in our business.

Question 4. According to my experience, the effect of the policy of trades unions has been to give workmen more money for less work, and to make them less under control; to enhance greatly the cost of production, in consequence of which foreign competition is much more keenly felt, and much of the former trade of this country is now in foreign hands.

Question 5. Cases in which the plans of business of the employers of labour have been interfered with under the direction of a trades union are within my knowledge, but none such have occurred at these works.

Question 7. According to my observation, the effect of trades unions upon the workmen has been to diminish their proper self-reliance, and to substitute a certain half-concealed swaggering independence of manner; in many cases to lead to idleness and encourage bad habits, through receiving increased pay for shorter hours, whereby men have more money to spend, and more time to spend it in, and in very many instances the more money and more time are spent in public-houses.

Amalgamation of Unions.

Questions 8, 9. With respect to the advantages or disadvantages resulting from the amalgamation or association of trades unions one with another, I think that inasmuch as "union gives strength," the trades unions are the more objectionable through amalgamation, because stronger; and I think also this objectionable character is affected by the proximity or remoteness of the unions so amalgamated.

Question 10. I never knew an instance of a trades council operating otherwise than against employers; and I question whether, in the long run, and all points being considered, they are not also much against the workmen's interests.

Amendment of Law.

Question 14. I am not prepared to give an opinion as to the points in which the present law relating to combinations among workmen or their employers may be defective.

II.—Effect on the Rate of Wages

Questions 1, 2. The aim or policy of the council of such trades unions as have come under my observation has

E. Answers to General Questions.

(8.) Henry Brown.

been, with reference to the question of wages, always to raise them; and in effect this object has been attained by the unions.

Question 3. The vicious system of a uniform rate of wages, fixed without reference to the merits of the individual workman, has never been adopted by coachmakers or their trade congeners.

Question 5. Unions have the tendency to render wages more equable in different parts of the country, and probably this is one redeeming feature of trades unions.

Question 6. They are instrumental in effecting this object by some such procedure as this: if the employers in the districts where wages are lower do not raise them on demand, the society or union summons the men to leave their work, and supports them while out of work—orders a strike, in fact.

Question 8. I have no distinct facts in my recollection to show whether workmen quitting a part of the country where work is slack are readily admitted to a union in another part of the country, or allowed without interference of any kind to obtain employment there; but workmen from a distance are not objected to, so I suppose they have their own way of arranging.

Question 9. Providing the workmen coming to a town where they have not before been working are members of a union they are well received. If not members they are still received, and pressure is put upon them to join the union.

Question 10. There is some difference in the treatment of non-union and union men under such circumstances, but a non-union man is always looked upon as a union man *in posse*.

III.—Strikes and Lock-outs.

Question 1. At these works we have managed to avoid strikes and lock-outs, but such have occurred at other works in this business, and from the principals or managers of those works the Commissioners could receive better information than I can give.

IV.—Effect on Trade.

Question 1. So far as my experience has extended, the effect of the interference of trades unions on manufacturing operations and upon trade generally, has been to drive trade to foreign countries.

Question 2. I am not able to mention any instance in our business or branch of trade in which, in consequence of a rise of wages enforced by a strike or a threat of a strike, capital has been withdrawn from the trade.

Question 5. It is within my knowledge that in more than one instance there has been, of late years, a notable increase of foreign competition.

Question 6. This has been the case in our own branch of industry, and in the more important businesses of iron making and machinery, also in others less within my knowledge.

Questions 7, 8. With respect to the practice of sending work to be executed abroad, I may say that some railway companies buy their rails from Belgium; the Great Eastern Railway Company have lately bought locomotive engines from France (Schneider, Le Creusot Works). The causes are, that owing to the action of trades unions in so greatly increasing wages, foreigners are able to compete successfully with English manufacturers.

V.—Courts of Arbitration.

Question 1. It is in my opinion desirable that courts of conciliation or arbitration, to be composed of employers and workmen, should be constituted for settling disputes.

Question 2. The constitution of such courts is a most important, but also a most difficult, question, and one which I am not prepared to answer.

Question 3. All general questions, as rate of wages, hours of labour, piecework, &c., might advantageously be determined by such courts, but not technical matters of detail.

Question 4. I should propose that, if a mutually satisfactory solution of the question of the constitution of the courts can be arrived at, the jurisdiction of such courts should be compulsory as a matter of course, as in our law courts, but certainly not at the instance of one of the parties.

Question 5. I think that the jurisdiction of these courts with respect to the matters within their jurisdiction should not absolutely exclude the jurisdiction of the ordinary courts of justice, but that ordinary courts of justice should be open to either party, say as a court of appeal with a special jury, *i.e.*, a jury competent to understand the merits of the case, a jury of employers and workmen.

Questions 6, 7. The question whether the same court should have jurisdiction to settle disputes arising in all branches of industry entirely depends on the solution given to the question of the constitution of arbitration courts. I should not, however, in any case recommend that the court be composed solely of employers and workmen, but that they form a jury to be presided over by, say, a barrister appointed for the purpose, or by some legal functionary trained and accustomed to weigh evidence.

Question 8. If practicable the court should be always available. It will have enough to do.

Question 9. It is difficult to say how the expense of such courts should be borne, but probably by the country, inasmuch as vital differences between employers and workmen are in fact, though indirectly, of national importance. But if both parties had to share the expense much litigation would be avoided.

Co-operative Societies.

Questions 10, 11. I have had no personal experience of the working of co-operative societies, but I have thought them advantageous to the working classes.

(9.) Answers by Richard Cail, Esq., Sheriff of Newcastle, Walker Alkali Company, Newcastle-on-Tyne.

(9.) Richard Cail.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions, according to my experience, has not tended to facilitate or improve the dealings and relations between workmen and their employers. Unions have generated and keep up a system of irritation and estrangement between workmen and employers, as masters on the one hand find they are not treating with their own men whom they know and for whom they may have previously made great sacrifices and kept employed during a preceding dull time, and in many cases domands are made which they would be ashamed to make, and it thus destroys mutual forbearance and good feeling.

Question 2. The leading question between the employer and the workmen in the decision of which I think the action of the union operates beneficially for the workmen is that of wages, which they control and raise, sometimes unfairly.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under my observation has been, with respect to wages, to raise them, and to give less value for the same; with respect to the hours of labour, to limit them, and also to give less work; with respect to apprentices, to limit the supply; with respect to piecework and overtime, to object to them, as tending to do with fewer hands, and to advance superior workmen; and with respect to non-union men, to object to their employment, as they may act independently, and individual independence is strongly objected to and against the supposed interest of unions.

Question 4. According to my experience, the effect of the policy of trades unions has been to raise the wages of workmen without reference to value given or to merit; to make it unpleasant and unsafe to be an employer of labour, never being sure what demands may be made; and to retard business and trade generally.

Question 5. A great many cases have come under my observation in which the plans of business of the employers of labour have been interfered with under the direction of a trades union.

Question 6. In many cases where I have had contracts on hand, I have had notice given me to pay an advance of wages, piecework has not been allowed or stopped, and when from necessity I have given the wages demanded, a much less amount of work has been done by each man than before, and in place of profits, a heavy loss has been sustained when it was reasonable to expect a profit.

Question 7. According to my observation, the action of trades unions has a bad effect upon workmen, in so far as it does away with the proper wish to develop individual skill and wish to please employers, saving of material, and general usefulness, and thus destroying an immense amount of the useful and profitable power of the country. This is most developed in thoughtless and ignorant workmen, of whom there are too many, and is less found with the more intelligent and best informed workmen. The well-being depends on the proper use of increased means. Workmen are much improved on the whole in living, conversation, and manners since 1825, but I do not attribute this to the effect of unions.

Amalgamation of Unions.

Question 8. In my opinion, the amalgamation or association of trades unions one with another gives more power to single unions to compel obedience to their orders or their demands to be complied with.

Question 9. The advantages and disadvantages of amalgamation are affected by the proximity or remoteness of the unions amalgamated, inasmuch as the effect of personal contact and support is in a great measure lost when distant, the effects are not so strong, it being then more a question of assistance in money and sympathy through the press, &c.

Question 10. I am not aware of any benefits conferred by trades councils upon either workmen or employers, and think eventually they will be against the interest of both, as they will drive the business from this country or destroy it here.

Amendment of Law.

Question 14. The present law relating to combinations among workmen or their employers is defective in not protecting men who wish to sell their labour as they see fit, and who do not wish to make themselves and families destitute at the bidding (in many cases) of parties of whom they know nothing and whose orders they do not approve; for as soon as men are by any means induced to enter the union their liberty is entirely gone, as the entire control and management, as far as my experience goes, is vested and remains with the few leading or acting men, and the general body are obliged to obey orders of which, in many cases, they entirely disapprove.

Question 15. The question what amendments should be proposed is one which I wish I could solve, as much for the interest of the employer as employed, as (in the long run) the interests of both are closely combined. I have the best intentions and feeling to the workmen of this country, and my life and interests have been identified with theirs. I have since 1832, when I commenced as a small builder employing few hands, seen and taken part in the development and prosperity of the country, and I am also glad to say the same has been fully shared by the workmen, whom I consider fully entitled to their share. As I added to my capital by care and saving, I took larger contracts and employed men as a contractor for public works, until I had about 2,000 hands, composed of joiners, masons, bricklayers, smiths, slaters, brickmakers, quarrymen, navvies, cartmen, &c. During all the time I have been so engaged I never objected to employ men for being members of any union. I never attempted to control them in any way, beyond giving them advice when I thought I could do so advantageously. I gave up the business of a contractor about 1862, and I am now a chemical manufacturer and a considerable employer of labour, and I may also add at present Sheriff of the town and county of Newcastle-on-Tyne. During the whole of the time, from 1832 to the present time, I have never joined any union of employers to regulate or control the rate of wages or hours of labour; but my men, knowing this, have joined unions and taken every advantage of my engagements to obtain advances which were unfair, and in many cases unwarrantable, and I have on several occasions been nearly ruined by this means, when a fair amount of remuneration or profit might have been expected in place of loss. In fairness to my men I also state that I never had any personal threats used towards me, or in fact any incivility whatever. I am also bound to say that without union to bring their claims forward, in many cases they would not have got their fair share of the prosperity of the country. As all masters or employers of labour, myself included, are anxious to get labour cheap, some unreasonably so, unions, in my opinion, are not an unfair mode of advancing claims. Inasmuch as the management of unions are for the most part commenced as benefit societies, very frequently get into the hands of bad or injudicious hands and they become despotic, and when success and power are combined in their hands, they very naturally do not know when to stop operations without looking to ultimate effects and go beyond legitimate objects.

The great point, in my opinion, is to ensure each man full and absolute liberty to sell his labour as he is inclined, without coercion in any way or shape whatever, either in joining unions or combinations of any kind, or in remaining in them when he disapproves of their action.

This is nearly an impossibility from the numerous sources which are brought to bear upon men to make them join, and to annoy them if they do not do so, and as the unions are mostly got up for, or supposed to be for, provident purposes, and afterwards slide into *fighting unions*, the funds thus raised being at the disposal of a despotic body, who do much as they like with them.

When business is prosperous and wages have been advanced, either by competition or through the unions (this without reference to the merits of the case), the members think this prosperity is in consequence of the unions, but it must be carefully kept in mind that trades unions neither develop nor initiate enterprise, trade, or industry of any kind whatever, which is all done by the party with whom they wage war. They are the strongest form of protection and of the most prohibitive character that can be, and if they go too far, which is their tendency, and destroy any trade, manufacture, or business, they are totally powerless to restore them, and for anything they can do helpless to serve their members.

The amendment I would propose is, that it shall be illegal for masters or workmen to subscribe to or have a common fund for fighting purposes, or for applying money from a common purse or fund for such purposes, and that money so applied from any club or union should be an illegal act, and that any fund a part of which was so applied should be forfeited to and become the property of the State, and than any such application forfeited all ownership, lawful security, and protection for such funds to the previous owners.

That trades unions should be allowed, with funds to pay officers and executive, the unions to have power to combine for the purpose of urging claims and laying them before employers or the public in the best manner.

That any intimidation or coercion should be strictly prohibited on either side.

That every means of saving and providence should be encouraged, and that any private funds of one man in his own keeping or name may be used, to assist his friend or neighbour during a strike.

That no society that raised and dispensed funds should be legal or allowed, unless properly regulated and registered the same as any trading company.

That every member's name should be properly entered in the books, both on entering and leaving, with particulars.

That all subscriptions and payments made by each member de duly entered separately at the time of such payment, with particulars.

That all accounts should be audited and printed once a year, and that copies should be furnished to each member within one month of the time of making up such accounts; also to leave copies with the Government.

II.—Effect on the Rate of Wages.

Questions 1, 2. The aim or policy of the council of such trades unions as have come under my observation, with reference to the question of wages, has been to raise them; and in effect the object aimed at has been accomplished.

Question 3. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, would be to destroy all feeling of responsibility or desire to improve, as each man will know, when learning his business, that whether a good or bad workman, he will receive the same reward, and all inducement to excellence is stifled at this important time in life, which becomes developed fully afterwards.

Question 4. A rate of wages thus fixed tends to the deterioration of workmen generally, as nothing improves and developes the skill and pleasure of working, so much as knowing that increased pains or exertion increases respect of employers, leading to preferment, increased pay, and increased self-respect.

Questions 5, 6. It is the case that to a great extent the unions render wages more equable in different parts of the country, and effect this by communication one with another.

III.—Strikes and Lock-outs.

Question 1. I have known a great many strikes.

Questions 2, 3. The strikes were generally for more wages. Sometimes they were directed against men working by piecework, or against non-union men being employed, or against foremen who were not to the mind of those engaging in the strike, but who had given no real cause of complaint. The result, more wages or less in work for the money to the employer, or to strike terror into those not in the union, to make them join the unions.

Question 9. It has often occurred that contracts were given up, or employers' establishments were closed in consequence of strikes, but not with myself, although I have been nearly reduced to ruin by the advance of wages during the time I have myself been bound by contract.

Question 10. I never locked out men, they have always left work themselves or been ordered to do so by others; in some cases I have been told by the men, and I believe it, they have gone out against the wish of a large majority.

E. Answers to General Questions.

(9.) Richard Cail.

In all my experience I have found the men least desirable to return the most active in strikes.

Question 11. The strikes were organized sometimes by my own men, at other times by men working at other places and for other masters; the object being to fix upon anyone who had laid himself under contract, and who had least power to resist.

Question 15. There have been within my knowledge frequent instances of intimidation or molestation of workmen not taking part in a strike.

Question 16. There have never been within my knowledge any instances of intimidation or loss suffered by persons engaged in a strike at the hands of their employers.

Question 21. Various results have followed strikes, but in the branches of employment in which I have experience wages have risen about 33 per cent., and shorter hours of labour have resulted.

Question 23. Workmen not taking part in a strike had generally to submit to intimidation, and to annoyances used to them during the strike and afterwards.

Question 24. I have not known any instance in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed.

Question 25. There have not been, within my knowledge, any recent instances of strikes to resist the introduction of machinery.

IV.—Effect on Trade.

Question 1. So far as my experience has extended, the effect of the interference of trades unions on manufacturing operations, and upon trade generally, has been to do much harm, and if continued it will endanger the business of the country.

Question 2. I know that fear of the consequences of strikes deters many from going into business.

Question 5. It is within my knowledge that in some of the branches of industry of this country there has been of late years an increase of foreign competition.

Question 6. This had been the case with chemicals, iron, wood, machinery, and mathematical instruments.

V.—Courts of Arbitration.

Question 1. It is not in my opinion desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes, as I cannot see how any court, with one side having the capital and fixed plant, and the other the labour, could work satisfactorily.

The only satisfactory way of meeting claims, misunderstandings, or disputes, is when the workmen in any employment will meet their master and discuss matters without any outside interference, except demand and supply. In my opinion, if any court is empowered to fix wages and hours of labour, they should also fix the sales and prices of goods manufactured, or for work done, in fact the remuneration to the manufacturer, which is impossible.

Question 7. Such a court as that suggested by this question —viz., one composed in each case of dispute of employers and workmen belonging to the branch of industry in which the dispute had arisen—is the only feasible one, and even this should be endowed with limited powers.

Question 9. The expense of such courts, if constituted, should be borne by the party asking for them, or according to the decision of court.

Co-operative Societies.

Question 10. I have not had much experience of the working of co-operative societies.

Question 11. The opinion I have formed as to their advantages or disadvantages to the working classes is that they are advantageous, as anything which leads men to frugal habits and above drinking their money is so much saved and men improved.

Questions 12, 13. With respect to industrial partnerships such as those of Messrs. Briggs and Messrs. Head, my opinion is that the scheme may possibly in some cases answer for a while; but I have no opinion it can generally do so, or that the business of the country can be carried on by that means, as society is now constituted.

I think a working man is best and in his proper position when he gets his certain amount of wages weekly or fortnightly: he then knows his means and position, and it is quite within his means and power to save money and advance himself in some way, if inclined to do so, by industry and forbearance in his early years of manhood.

(10.) Answers by Messrs. Carr & Hill, Chemical Manufacturers, Widnes, near Warrington.

(10.) Carr & Hill.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions, according to our experience, has not tended to facilitate and improve the dealings and relations between workmen and their employers. If bricklayers are employed, and neglect to fulfil their contract, no other men in the union will touch the job; and in several instances our buildings have remained unfinished, and great loss has been sustained by exposure of the unfinished buildings to the weather, and by stoppage to the works generally to which the new erections were a necessary compliment.

Question 2. The leading questions between the employer and the workmen, in the decision of which the action of the union operates beneficially for the workmen, are wages, hours of labour, and wages for overtime, and to do as little as possible for the higher pay during the shortened hours of labour.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our observation has been to raise wages to such a point that all but absolutely necessary work is never entered upon. Not only are the hours of labour reduced, but the men employed do not care whether they work or not while at it. Piecework unionists will not touch if possible, except at exorbitant rates. With respect to overtime, very little work is done during those hours. Non-union men we dare not employ. With respect to employment of unskilled workmen in the working of machinery, we have experienced little difficulty beyond this, that when we could not get skilled men and have been compelled to employ unskilled, after hearing of this the skilled have declined in several instances to come near us; but in our works it does not matter much.

Question 4. As regards the effect of the policy of unions upon the workmen, higher wages here mean more beer and more skittles, and less money for the men's families. With employers of labour the effect has been to add about 15 or 20 per cent. to the cost of buildings, to check enterprise, and to make them pause before entering on an extension.

Question 5. It took us six months to build a condenser through the operations of union men, whereas it might have been up in two could we have employed others as formerly. If you find fault with the work of a union man the rest strike and leave. They tell you that if he goes they'll all go, so that you have to put up with bad workmen and pay them as much as the good men.

Question 7. According to our observation, the effect of trades unions on the character and the well-being of the workmen has been such that they leave unfinished important works, come and go when they think proper; but upon the whole they do not, we think, make as much money at the year's end as they would have done if steadily employed at the old wages before the operations of the union.

Question 10. We do not know of any way in which a trades council operates with benefit to employers; and imagine that no great good comes of it to the workmen. They often raise wages, and the men themselves do not know of it till they receive a circular to say their wages have been increased, or hear of it from their fellows.

Amendment of Law.

Questions 14, 15. With respect to the points in which the present law relating to combinations among workmen or their employers is defective, we think that the hours of labour ought to be regulated by law and not left to the caprice of trades union societies. Laws have been passed regulating the labour of men; do something for the protection of masters in this respect. The law at present embraces much for the protection of employers as regards intimidation, &c., and as men have a right to combine, we suppose so may masters if they think proper, and we would not deny to the one what the other is entitled to. Generally, however, since the unions, we have had nothing but trouble and loss; but we regret that we cannot point out how legislation could aid us in this matter, as such unions are not illegal; and from whatsoever point we view it great and perplexing difficulties arise to our minds which unfit us for directing the judgments of the Commissioners in this question.

II.—Effect on the Rate of Wages.

Question 1. The policy of the council of such trades unions as have come under our observation, with reference to the

question of wages, is to raise them, and when they are raised the men work less than they did before; and to establish the false principle that a lazy man shall not be spoken to, and shall receive as much as a skilled or diligent man.

Question 2. In our opinion, the effect of trades unions on the rate of wages has been always to raise them, and, whatever may be the state of trade, never to make the least concession in the direction of lowering them to meet the exigencies of the times.

Question 3. As regards the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, we find that when skilled and able men see they get no more than an indolent, skulking, or unskilled man, they do less than they otherwise would do under other circumstances.

Question 4. A rate of wages so fixed tends invariably to the deterioration of workmen generally.

Question 5. In some cases only do unions render wages more equable in different parts of the country.

Question 10. With respect to difference in the treatment of non-union and union men, our experience is that we have never been able to employ non-union men here. Bricklayers, plumbers, joiners, &c., are all in the union here, and if we employed any non-union men the union men would not come to us when we needed their services.

III.—Strikes and Lock-outs.

Questions 1–6. The chemical men are not in any trades union, but when a difference arises between men and their master, at any particular works, the men at work subscribe amongst themselves for the support of those out. Sometimes the masters wish to alter the mode of paying men for their work; sometimes it originates with the men, who wish to depart from the recognized mode generally in operation here.

We have very few strikes or lock-outs. They are isolated and very rare; two or three in the district in a twelvemonth.

Recently there was a strike in our works for a month; it has been arranged. We supplied the stuff the employer was under contract to deliver. The master won. But for intimidation and beating of the men willing to work, it would have been over in half the time. Twenty to thirty men were concerned in the strike.

Questions 7, 8. New men were introduced in consequence of the strike. The men struck because the master wished to alter the *mode* of payment merely; the men going in got the same wages as before. The master's object was not to reduce the wages, but alter the mode of working, and the men resisted. About twelve of the men engaged in the strike left for other places.

Question 9. No contracts were given up by the master in consequence of the strike; these went on all right because we supplied stuff for him during the strike.

Questions 10, 11. The workmen struck of their own accord; they were not under the diretion of any union, and organized the strike themselves, as they would not entertain the master's proposal, although he disclaimed any intention of giving the men less money.

Question 12. The scale of wages in the establishment in question was, down to the time of the strike or lock-out, about 2*l.* per week for the men themselves, and 1*l.* to 1*l.* 7*s.* 6*d.* for their labourers and kiln men.

Questions 13, 14. Allowances were made to each workman on strike. Every man in our works gave 2*s.* or so each pay day towards those out. We do not know what others did, and cannot tell what each man got, probably 12*s.* each.

Question 15. Within our own knowledge there were instances of molestation of workmen not taking part in the strike. The newcomers were thrashed twice.

Question 16. We never heard of any instances of intimidation, loss, or annoyance suffered by the persons engaged in the strike at the hands of their employers.

Questions 18, 19. The strike had no effect on prices whatever, nor upon trade here; it kept a few joiners and masons unemployed, that was all.

Question 20. The masters generally beat the men down here in the chemical manufacture. Chemical works men are very plentiful.

Question 21. The men had a rise given them 12 months ago. Trade is very dull now, but no one has proposed to reduce wages; it is not probable that they will.

Question 22. Strikes in our trade never last more than six weeks or so.

Question 23. In the event of a strike in the chemical trade workmen not taking a part in it would be affected. Various branches would of course be idle—joiners, blacksmiths, foundry men, bricklayers, plumbers, &c.

Question 25. There have not been within our knowledge any recent instances of strikes to resist the introduction of machinery.

Question 26. There are no such things as long general strikes here. We generally get the same men back. A few find other places, but most remain.

IV.—Effect on Trade.

Question 1. As regards the effect of the interference of trades unions on manufacturing operations and upon trade generally, engineering is almost impossible in our district, owing to difficulties with the men, and iron founding is nearly as bad. We know one engineering firm that has lost 16,000*l.* in two years.

Questions 2, 3. We are not able to mention any instances in which, in consequence of a rise of wages enforced by a strike or the threat of a strike, capital has been withdrawn from the branch of industcy in which the strike occurred; but high rates of wages, and the general indolence and indifference of the men to their duties, however well paid, prevent new works going on or an extension of old ones. Several places adjacent have shut up lately from high wages, and difficulties with the men as to time and overtime.

Questions 5, 6. In some branches of industry there has been an increase of foreign competition of late years, chiefly in engineering, locomotive building, some little machinery, and now and then even castings.

Question 7. In the glass and paper branches of industry it is the practice to send some portion of the work to be executed abroad; they do the former infinitely cheaper abroad, bottles particularly.

Question 8. The cause to which this is to be attributed is the cheaper labour on the continent.

Question 9. We know of such things as contracts for work which used to be executed in this country being in recent times taken by foreign houses, but we cannot specify sufficiently exactly.

Questions 10, 11. We know and have heard of several instances of capital being transferred to the continent, but it would take a longer period to look up these things than we can spare time for, and to do it precisely it would take a long correspondence to perfect it sufficiently to lay it before the Commission.

V.—Courts of Arbitration.

Question 1. In large centres of manufacturing industry courts of conciliation or arbitration, composed of employers and workmen, might be very useful, but the men have latterly felt their power through their organization, and they are hardly in a temper to accede to the decision of such courts.

Question 2. Such courts should be constituted of masters and men, but the whole thing is so difficult that one almost despairs of sketching any plan for the purpose alluded to.

Question 3. The question of hours of labour, especially for the summer and winter, is one which could advantageously be determined by such courts.

Question 4. We should not propose that the jurisdiction of such courts should be compulsory at the instance of either party; the parties might do anything not absolutely illegal by consent.

Questions 6, 7. We should not propose that the same court should have jurisdiction to settle disputes arising in all branches of industry. The court should certainly in each case be composed of employers and workmen belonging to the branch of industry in which the dispute had arisen.

Question 8. Its machinery should be easily set in motion, but perhaps it is not necessary to have it sitting *en permanence*.

Co-operative Societies.

Questions 10, 11. We have not had any experience of the workings of co-operative societies; the opinion we have formed as to their advantages or disadvantages to the working classes is, that they are advantageous when honestly managed, which seldom happens.

Industrial Partnerships.

Question 12. We have read of the system of industrial partnerships, such as those of Messrs. Briggs and Messrs. Head, and think it sound in principle where a business admits of such a thing.

Question 13. There is not much difficulty in the way of the successful working of such industrial partnerships where we have settled populations, but it would not do with us.

II. ANSWERS TO GENERAL QUESTIONS.

(10.) Carr & Hill.

AMENDMENT OF LAW.

Question 14. With respect to disputes to be voluntarily submitted to arbitration, we think that the present law relating to arbitrations should be amended. Let the men find sureties, and make the decision as binding as a rule of court.

Question 15. We think that the present law of partnership is such as to allow the experiment of industrial partnerships and co-operative societies being fairly tried. Men and masters might do anything by consent, but the men should be free of all business risk, that would remain with the firm. Special clauses in the Act should be introduced protecting the men from the consequences of business disasters, or they would not touch the thing.

(11.) ANSWERS by Mr. R. CALVERT CLAPHAM, Manager of the Walker Alkali Works, Newcastle-on-Tyne.

(11.) R. C. Clapham.

I.—OBJECTS OF TRADES UNIONS.

Question 1. The institution of trades unions, according to my experience, has most decidedly not tended to facilitate or improve the dealings and relations between workmen and their employers.

Questions 3, 4. The object of the rules or the policy of such trades unions as have come under my observation has been to attempt to raise wages, reduce the usual hours of labour, restrict the number of apprentices, and do away with piecework, overtime, and the employment of non-union men; and the effect of that policy has been to prevent the advancement of good workmen.

Questions 5, 6. An instance of the plans of business of an employer being interfered with under the direction of a trade union came under my notice in 1866, when a strike took place at these works with the object of turning out the non-union men. About 200 men out of 300 gave in their notices that they would cease if the non-union men were not discharged, and in consequence of our refusal the works were nearly altogether laid-in for four weeks.

Question 7. According to my observation, the effect of trades unions as regards the character and well-being of workmen has been to prevent their individual advancement.

II.—EFFECT ON THE RATE OF WAGES.

Questions 1, 2. The aim of the council of such trades unions as have come under my observation with reference to wages has been to attempt to raise them by combination. The effect has been to advance them for a time, but if the trade became slack they were obliged to be reduced again, and this has lead to a strike.

Questions 3, 4. The effect of a uniform rate of wages fixed without reference to the merits of the individual workman is very bad. It tends to the deterioration of workmen generally.

III.—STRIKES AND LOCK-OUTS.

Questions 1–6. I have already alluded, under questions I. 5, 6, to a strike which occurred at these works.

Questions 7, 8. A large number of new men were introduced into the works in consequence of the strike, and were paid the same wages as the old hands. The men on strike went to other works.

Questions 10, 11. The strike was directed and organized by a trades union called the "labourers' union."

Questions 12, 13. The scale of wages at the time of the strike was from 22*s.* to 28*s.* per week. The men on strike were promised 10*s.* per week by the union, but only received 3*s.* to 4*s.* per week.

Question 15. During the strike two men were attacked and much injured.

IV.—EFFECT ON TRADE.

Question 1. The effect of the interference of trades unions on manufacturing operations has been to disturb them, and to prevent extensions and improvements.

Question 5. In several branches of the chemical trade there has been of late years an increase of competition; for instance, in the manufacture of alum and hyposulphite of soda.

V.—COURTS OF ARBITRATION.

Questions 1, 4. It is desirable that courts of conciliation or arbitration, consisting of employers and workmen, should be constituted for settling disputes, and that their jurisdiction should be compulsory at the instance of either party.

Questions 7, 8. The court should in each case be composed of employers and workmen belonging to the trade in which the dispute had arisen, and should be specially summoned on each occasion of dispute.

INDUSTRIAL PARTNERSHIPS.

Questions 12, 13. The advantages of such industrial partnerships as those of Messrs. Briggs and Messrs. Head are that they encourage industry and the desire to advance in the social scale. The difficulties in the way of their successful working are very few, beyond the general ignorance of the workmen of business documents.

(12.) ANSWERS by Mr. G. T. CLARK, Trustee of the Dowlais Ironworks, Merthyr Tydfil.*

(12.) G. T. Clark.

Dowlais House, Merthyr Tydfil,
8th April 1867.

SIR,

I HAVE the honour to acknowledge the receipt of your circular, enclosing a paper of questions on the subject of trades unions. These questions I now return annexed with such answers as I am in a position to render.

I have been resident trustee of the Dowlais ironworks for above 11 years, during which period there have been employed here about 8,500 persons, a mixed population, chiefly of Welsh Dissenters and Irish Roman Catholics, of both sexes and various ages, either colliers, miners, or others engaged in the various branches of the iron manufacture. To the works are attached schools, on the unsectarian principle, in which are taught, under Government inspection, about 2,400 children; there is also a savings' bank and a reading-room, and there are sick funds, administered by the workmen, amounting to 3,000*l.* per annum.

There are therefore here existing all the usual incidents of a large manufacture, with the addition of a peculiar language and two very distinct races of persons. Also in the colliers and ironworkers we have two classes of workpeople who have played a very prominent part in the operations of trades unions and of strikes during late years in England.

Among the people exist about 50 benefit societies, numbering about 5,000 members; and there are in Dowlais 18 chapels, built and supported by voluntary contributions among the workpeople. The Welsh especially have great capacity for organization and self-government, as shown in these societies, and in their ecclesiastical arrangements. Combination, therefore, is well known among all classes, and for certain purposes largely had recourse to.

It, however, is a fact that for many years past we have had neither trades unions nor strikes, and although we have passed through very serious fluctuations in our trade, including periods of great depression, and wages have been both raised and lowered sometimes by considerable jumps, these occurrences have never produced a breach of harmony between employers and employed, nor have the works nor the collieries been brought to a stand. This remark applies to all the larger ironworks in the district.

I have therefore no personal experience of the working of trades unions, but my attention as an iron and coal master has for many years been much and anxiously directed to their proceedings elsewhere, and this is my reply to the questions as to my "position," and as to the "sources" of my information.

I. (1.) I am sure that the action of trades unions, as at present directed, does not tend to "improve the dealings and relations between workmen and their employers." They are opposed to the interests of the employers directly, and I think they tend to diminish trade, and on the whole and as now conducted are injurious to the general interest of the employed.

(2.) I can conceive no question between the employer and employed in the decision of which the union would operate beneficially for the general and permanent interests of the latter.

(3.) No direct experience.

* The answers of Mr. Clark have already been printed with the oral evidence given by him (*Fifth Report*, p. 82), and are reprinted here.

(12.) G. T. Clark.

(4.) and (9.) In the South Wales iron trade, in which there are no unions, the workmen for many years past through some good and more bad times have received constant employment at wages as high as the trade would bear; whereas in England there have been in those years many strikes, much suffering, and a great destruction of those intimate relations which still subsist in South Wales between masters and men, very much to the advantage to both.

(5.) None personally.

(10.) and (11.) An amalgamation of unions necessarily increases their power, while it diminishes their knowledge of the circumstances of each particular district, or even work, upon a thorough appreciation of which a settlement satisfactory to both parties can only be brought about. Where the amalgamation includes many different trades, or even the same trade in different countries, the power exercised is still greater, and the chance of discrimination or of considering each case upon its own merits still less.

(12.) I do not know, technically, what is meant by a trades council. If it be a council of selected employers and employed to hear complaints and regulate wages, I think this would be fatal to the great industries of the country, such as iron, coal, and cotton.

(16.) and (17.) I am not aware that the present law is defective upon any material point. It certainly in no way checks combination either of employers or employed, and it secures, as far as law can do, free action to both parties.

The great objection to a trades union is the moral and social intimidation which it invariably exercises over the workmen not in union. This it is beyond the reach of law to prevent, and the only remedy is in the general increase of knowledge, and of the principles of toleration and free trade.

II. (1). Trades unions were for the most part established for mutual aid understood in the sense of a benefit society. Upon this has very generally been grafted the regulation of wages and hours of labour, the support of men on strike, and an interference with the freedom both of the individual members of the union and of the non-unionists. The ordinary casualities of a large manufactory have been observed over long periods and can safely be made the subject of a benefit or assurance society, but the statistics of strikes have not been so studied, and may or may not admit of being reduced to the same safe average, so that the employment of funds raised to meet a known demand to meet the contingency of a very different and unknown demand is a great injury to the interests of the subscribers. Societies for the support of workmen on strike, if formed, should be independent of benefit societies in the ordinary acceptation of the term.

(2.) Their effect has, I think, been to raise the rate of wages, but also to check the development of trade, and thereby proportionately diminish the wealth of the country and the total earnings of the working class.

(3.) and (4.) It would be a poor compliment to the common sense of the Commission to suppose that there could be more than one rational answer to these questions.

It is the tendency and aim of trades unions to render equal the wages of those employed in the several branches of each trade, and in proportion as they succeed in this do they reduce the standard of skill, and place the less gifted man on a level with the greater. Piece-work or payment by merit is the means by which the possessor of natural or acquired ability surpasses the man who is less gifted or less industrious, and by which all improvements are brought about. Beyond everything its tendency is to raise the character of the workman, giving him a strong stimulus to improve himself, and it removes the necessity for watching that he works his full time and does not idle. To pay all equally is to place all on the same dead level, and to remove any tendency to progress.

The limitation of apprentices and the attempts to check competition are of the same character and open to the same objections. Competition, though it often, perhaps necessarily, produces distress, is essential to progress.

III. (1.) I have, happily, and from the absence of trades unions here, no experience under this head.

V. (1). At this time, in the Dowlais Works, when disputes arise they are most commonly settled by the head of the department. Should this fail, every workman is aware that he can see the general manager at any time, and have a full investigation of his grievance, and so well does this system work that these investigations are remarkably few, not over 30 in the year, and perhaps the best evidence of its success is, that out of 8,500 people employed, not two per annum find it necessary to seek the ultimate remedy of a decision in open court by the stipendiary magistrate. No court of arbitration could work better than this most natural and obvious method, and the existence of such a court would offer an encouragement to discontent on either side. Of all the devices of modern times I think this of courts of arbitrators the least practical, and likely to be the most mischievous.

(12.) I have no personal experience of large partnerships, but the practice of the last few years has been very favourable to their free operation, and has shown their weaknesses, and not, I think, any strength. Whatever may be the promise at starting, their direct tendency is always towards a numerous and individually irresponsible governing body, and this is about the most unfavourable condition for the management of any large commercial concern.

Speaking generally, it appears to me that the tendencies of trades unions are opposed to the principles of free trade and to personal freedom of action, and attempt to fix by artificial rules certain relations which long and bitter experience has shown to lie, happily, beyond human control. A strike, however injurious to both parties, is, like war, sometimes a necessity, and the fear of it has a wholesome and moderating effect upon all.

If any branch of trade be unduly harassed by the workmen it will fall off, and if the masters attempt to reduce wages below a certain point the men will leave them. In either case there is suffering, but the suffering has a tendency to work the cure.

It seems to me that masters and men should be left to take their course within the present legal bounds, to combine or not to combine at their pleasure. If the tendency of the unions be, as I think it is, to cripple trade and produce misery, their power will in time cease. Meanwhile the conflicting parties should be left to settle their own affairs, with as little interference as possible from without with natural laws.

I have the honour to be, sir,
Your obedient servant.
GEO. T. CLARK.

J. H. Patteson, Esq., Secretary,
Trades Union Commission.

(13.) ANSWERS by Messrs. COOK BROTHERS, Alkali Manufacturers, Newcastle-on-Tyne.

(13.) Cook Brothers.

I.—OBJECTS OF TRADES UNIONS.

Question 1. According to our experience, trades unions have not tended to facilitate or improve the dealings or relations between workmen and their employers. With us, they have caused three strikes within the last three years, against the wish of the majority of the men, who came back and expressed their wish; but for the union, they would never have left their work.

Questions 3, 4. The object of the policy of such trades unions as have come under our observation has been to force up the rate of wages and to limit the number of apprentices; and the effect of that policy has been loss to both employers and workmen and a diminution of trade.

Question 7. According to our observation, the effect of trades unions on workmen has been to make them insolent to their overlookers, to cause them to do their work in very inferior manner, and in the end to involve them in loss.

AMALGAMATION OF UNIONS.

Question 10. The operation of trades councils is to endeavour to force up wages beyond an average, and results in driving trade to other districts.

AMENDMENT OF LAW.

Question 15. We would propose such amendments in the law as would secure free trade in labour, as all unions tend to coercion over both masters and men.

E. ANSWERS TO GENERAL QUESTIONS.

(14.) B Dobson.

(14.) ANSWERS by Mr. BENJAMIN DOBSON, of the firm of Dobson and Barlow, Machine Makers, Bolton.

I.—OBJECTS OF TRADES UNIONS.

Question 1. The institution of trades unions has not, according to my experience, tended to facilitate or improve the dealings and relations between workmen and their employers.

Question 2. The leading questions between the employer and workmen in the decision of which the action of the union operates beneficially for the workmen are those of the duration of labour and of wages.

Question 3. The object of the policy of the council of such trades unions as have come under my observation has been to equalize wage irrespective of merit, to limit the hours of labour, to restrict the number of apprentices, to oppose piecework and overtime, and to discourage and hinder the employment of non-union men.

Question 4. The effect of that policy has been to better the earnings of workmen, to put employers at a disadvantage, and to raise prices and foster foreign competition.

Questions 5, 6. Cases have come under my observation in which the plans of business of the employers of labour have been interfered with under the direction of trades unions. Frequently, in 1866, bodies of men were asking for advances in wages, insisting on an almost instant reply. This went through the works, and caused repeated small turn-outs and dreadful annoyance, loss, and anxiety.

Question 9. According to my observation, the effect of trades unions upon workmen has been damaging. They make the men unsettled and idle, constantly wanting to shorten hours and thus have wages higher.

AMALGAMATION OF UNIONS.

Question 10. An association of trades unions one with another makes the men stronger to fight the masters.

AMENDMENT OF LAW.

Questions 16, 17. The present law relating to combinations among workmen or their employers is defective, and should comprise a better definition of intimidation. Picketing, also, should be prohibited.

II.—EFFECT ON RATE OF WAGES.

Question 1. The aim or policy of the council of such trades unions as have come under my observation, with reference to the question of wages, has been to raise wages by withdrawing men and sending them to certain appointed places (Belfast and Greenock were two). Other workmen then applied, who demanded more wage.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is to stop development of merit and energy. It tends to the deterioration of workmen generally.

Questions 5, 6. Trades unions render wages more equable in different parts of the country. This they accomplish by forcing low paid men to demand more, and to leave if it be not given.

Question 8. I think that with the exception of local jealousy, workmen quitting a part of the country where work is slack are readily admitted to a union in another part of the country.

Questions 9, 10. The practice of members of a union as regards other workmen, in a town where they have not before been working, is to associate with club or union men. There is difference in the treatment of non-union men under such circumstances.

III.—STRIKES AND LOCK-OUTS.

Questions 1, 2. Two cases of dispute between employers and workmen have come under my observation. In 1831 a strike of workmen took place to secure less time, fewer apprentices, and the legal binding of apprentices for five years before attaining 21. In 1852 there was serious opposition in Oldham by the men to piecework, overtime, and the employment of unskilled labour on machines.

Questions 4, 5. The disputes lasted several months. In the result the objects aimed at by the men were not accomplished.

Question 6. In 1831 about 400 men took part in the strike; in 1852, 10,000 or more were concerned in the opposition above referred to.

Question 9. The matters in dispute being considered to interest spinners as much as machinists, the former nearly all postponed their claims against the latter. No establishments that I know of were permanently closed.

Questions 10, 11. In 1831 the dispute came to pass by the men striking. I do not quite recollect all the circumstances of 1852, but I think there was a lock-out by masters after the men had turned out at Oldham.

Question 14. The workmen were supported by club or union funds, maintained by collection from other towns.

Questions 15, 16. There were within my own knowledge instances of intimidation or molestation of workmen not taking part in the strikes. I do not know that there were any instances on the part of employers.

Questions 18, 19. The effect of the disputes was to disperse business in the branch of trade in which they occurred, and to stop the other branches dependent thereupon.

Question 24. The union will not allow non-union men to work if they can prevent them, but they cannot; and they do not recognize them or treat with them.

Question 25. There have not been within my knowledge any recent instances of strikes to resist the introduction of machinery.

IV.—EFFECT ON TRADE.

Questions 1, 2. As far as my experience has extended, the effect of the interference of trades unions on manufacturing operations and upon trade generally has been very injurious. I cannot mention any instance in which capital has been withdrawn in consequence of a strike from the branch of industry in which the strike occurred, but I know that strikes always check extension in trade.

Questions 5, 9. In my own branch of the industry of this country there has been an increase of foreign competition of late years. All machinery at one time was made in England: now many countries compete with us in almost every foreign order.

Question 10. I cannot give details of any instances in which capitalists have transferred their capital or any portion of it to the continent, but I know it is sent.

V.—COURTS OF ARBITRATION.

Questions 1, 3. In my opinion it is desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes, and to such courts should be referred all disputes which cannot be otherwise settled.

Questions 4, 5. The decision of such courts should be binding under penalty or imprisonment, and their jurisdiction should, I think, exclude the jurisdiction of the ordinary courts of justice.

Question 7. The court should in each case be composed of employers and workmen belonging to the branch of industry in which the dispute had arisen.

Question 8. The court should be summoned specially on each occasion when a dispute had arisen.

Question 9. The expense of such courts should be so provided for that all to whom they apply could contribute.

CO-OPERATIVE SOCIETIES.

Questions 10, 11. I have not had experience of the working of co-operative societies. In my town the co-operative store will take away shopkeepers' profits. Most of the shopkeepers become cotton spinners and employ labour, so that the general participation in shopkeepers' profits would not benefit trade.

INDUSTRIAL PARTNERSHIPS.

Question 12. The advantages of such industrial partnerships as those of Messrs. Briggs and of Messrs. Head are that men work harder and avoid waste.

Question 13. In my own business a difficulty in the way of the successful working of such industrial partnerships would be that from the incessant change of workmen all could not be admitted.

(15.) ANSWERS by Messrs. JOHN DUNNING & Co., Middlesbrough.

(15.) John Dunning & Co.

I.—OBJECTS OF TRADES UNIONS.

Question 1. The institution of trades unions, according to our experience, has decidedly not tended to facilitate or improve the dealings and relations between workmen and their employers.

Question 2. We are unable to instance any questions between the employer and the workmen in the decision of which we think the action of the union operates beneficially for the workmen.

Question 3. In all cases which have come under our observation, to raise and keep up wages has been the object of

the union. We can give instances in which the union has refused to allow its members to work with non-union men, and the union men have accordingly struck, causing great expense and loss to the employers on their refusal to discharge such non-union men.

Question 4. According to our experience, the effect of the policy of trades unions has been to make large reductions in the value of labour, caused largely by furnaces having been blown out through that policy, and to cause increased depression of trade, owing to want of confidence, and the diversion of business to other channels through strikes.

Question 7. For the reasons stated above, we believe that trades unions have had no effect in promoting the well-being of the workmen.

Amalgamation of Unions.

Questions 8, 9. In our opinion the disadvantage resulting from the amalgamation or association of trades unions one with another is that an employer can never deal directly with his own workmen if they are members of a trade union, and that this evil is increased with every amalgamation of unions, with an increased probability that the executive of such amalgamated union is unacquainted with the circumstance of each individual case. The disadvantages are for these reasons increased by the distance of the amalgamated unions one from another being increased.

Amendment of Law.

Question 14. The point in which the present law relating to combinations among workmen or their employers is defective is that it gives facilities for combinations among both employers and employed, which operate in restraint of trade.

Question 15. The amendment which we would propose is, to withdraw the protection of the law from all trades unions and their funds, on the part of both masters and men, such trade unions not being simply and entirely friendly or benefit societies.

II.—Effect on the Rate of Wages.

Question 1. The aim or policy of the council of such trades unions as have come under our observation, with reference to the question of wages, has been to maintain the rate of wages at the highest point.

Question 2. In our opinion the effect of trades unions on the rate of wages has been—in the iron trade, at all events—to lower wages and diminish employment on account of bad trade produced through their action, which has necessitated reductions that might otherwise have been avoided.

Question 3. The question of a uniform rate of wages affects us but little, practically, in blast furnaces.

Question 5. To render wages more equable in different parts of the country is probably the object of trades unions; but a reference to the rates of wages paid in different iron districts in this country will show that it is by no means attained.

Question 10. Union men, as a principle, refuse to work with non-union men.

III.—Strikes and Lock-outs.

Question 1. The strike of blast furnace men in the Cleveland district in July and August 1866 came directly under our observation.

Questions 2, 3. The circumstances that gave rise to the strike were these: the wages of blast furnace men having been advanced some months previously from 10 per cent. to 40 per cent. in consequence of the improved state of trade, and trade having again become bad, notice was given by the the masters for a reduction of 10 per cent. The men, under the orders of their union, refused to accept the reduction, and at the expiry of the notice struck work; their object being to maintain wages at the advanced rate paid during the prosperous times.

Questions 4, 5. The strike lasted from one month to five weeks. The men ultimately resumed work at an average reduction of about 20 per cent. instead of the 10 per cent. which they had struck against.

Question 6. About 2,700 blast furnace men were concerned in the strike.

Questions 7, 8. Some new men came into the district, and found work, which threw out some of the old hands; and a considerable number of the men on strike were permanently driven out of the trade in that district by the newcomers.

Question 9. In consequence of the strike, several furnaces were blown out, and have never been relighted.

Questions 10, 11. The men were ordered out on strike by their union, the strike being organized by some of the workmen, who acted as delegates.

Question 12. The scale of wages down to the time of the strike or lock-out was as follows: keepers, 8*s.* per day; chargers, 6*s.* 9*d.* to 7*s.* per day; ironstone and coke fillers and wheeler, 4*s.* 4*d.* per day; keepers' assistants, 4*s.* 6*d.* per day; shift engine men, 5*s.* per day; firemen, 3*s.* 6*d.* to 4*s.* 6*d.* per day; common labourers, 3*s.* to 4*s.* 6*d.* per day.

Question 15. During the strike men were picketed to prevent any workmen from going to the works.

Question 16. Some of the leaders in the strike were not taken on again by their employers after the strike was over, their places having been filled by other men.

Question 18. The effect on trade in the branch of industry in which the strike occurred was that prices fell steadily throughout the period, trade being very bad.

Question 19. No great effect on other branches of trade was produced, there being a considerable stock of pig iron.

Question 21. No rise of wages gained by a strike was ever to our knowledge permanent.

Question 23. A large number of non-union men were unwillingly thrown out of work by the strike, notwithstanding that the employers kept on all such that they could.

IV.—Effect on Trade.

Question 1. One principal effect of the interference of trades unions on manufacturing operations and upon trade generally has been that buyers, especially on the Continent, have hesitated in making contracts for fear of not being able to get them executed through a strike, thus tending to send the orders into other countries where trades unions do not exist.

Question 5. There has been of late years an increase of foreign competition in the iron trade from France and Belgium, particularly the latter.

Question 6. It has been so in the case of manufactured iron; and the fact is attributable, at all events, partly to the lower rate of wages prevailing there, and to strikes here.

V.—Courts of Arbitration.

Question 1. As regards the desirability of courts of conciliation or arbitration, to be composed of employers and workmen, we doubt whether things are ripe yet for the beneficial action of such courts, and would refer all questions between the two classes to the simple operation of the laws of supply and demand.

Questions 10, 11. We believe co-operative societies to be advantageous to the working classes, as increasing the interest of the men in their work, and as modifying their views as to the profits realized by capital.

Industrial Partnerships.

Question 12. In our opinion industrial partnerships, such as those of Messrs. Briggs and of Messrs. Head, are advantageous as experiments.

Question 13. The principal difficulty in the way of the successful working of such industrial partnerships is the opposition of the unions.

Amendment of Law.

Question 14. With respect to disputes to be voluntarily submitted to arbitration, we do not think that there are any points in which the present law relating to arbitration requires amendment.

Question 15. We believe that the present law of partnership is such as to allow the experiment of industrial partnerships and co-operative societies to be fairly tried.

(16.) Answers by Mr. George C. Greenwell, Colliery Viewer, and Manager of Lord Vernon's Collieries, Poynton, Cheshire.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions, according to my experience, has not tended to facilitate or improve the dealings and relations between employers and their workmen.

Question 2. There are no questions between the employer and the workmen in the decision of which I think the action of the union operates beneficially for the workmen.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under my observation has been to increase the rate of wages, to

E. ANSWERS TO GENERAL QUESTIONS.

(16.) G. C. Greenwell.

diminish the hours of labour, to prevent the employment of non-union men, and to prevent the teaching of unskilled men in the working of machinery.

Question 4. According to my experience, the effect of the policy of trades unions has been adverse as regards the interests of workmen, of employers, and of trade generally.

Questions 5, 6. The plans of business of employers are interfered with by the action of unions in creating difficulty in making contracts. Contracts entered into with parties who will not admit a "strike clause" press concessions unfairly demanded by workmen.

Question 7. According to my observation, the effect of trades unions on the character and well-being of workmen has been to take from them their individual responsibility, and to a certain extent to bring about their treatment by their employers more as a mass, and with less individual interest.

AMALGAMATION OF UNIONS.

Questions 7, 8. In my opinion, disadvantage would result from the amalgamation or association of trades unions one with another, for the reasons given in answer to question I. 7; and the disadvantage would be affected in the greatest degree by the proximity of the amalgamated unions.

Question 10. A trades council operates simply in the way of exciting insubordination and discontent where there would otherwise be good order and contentment.

AMENDMENT OF LAW.

Question 14. The present law relating to combinations is defective, in its inability to ascertain the legality or otherwise of the courses decided on to be taken by the meetings, committees, or councils of the combinations.

Question 15. I would propose that it be amended so as to provide that all meetings held during a strike should be illegal, unless days' notice of the same were given to , who should have power to employ to attend and take notes of the proceedings, to be used in such manner as the law might direct.

II.—EFFECT ON THE RATE OF WAGES.

Questions 1, 2. The aim or policy of the council of such trades unions as have come under my observation, with reference to the question of wages, has been to advance them, and this object has been effected.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is to mke him careless to improve, and to prevent his endeavours to attain skill. A uniform rate of wages thus tends to the deterioration of workmen.

Question 5. It is not the case that unions render wages more equable in different parts of the country.

Question 7. It is not the practice of the central committees or councils to encourage a transfer of labour.

Question 8. According to my experience, workmen quitting a part of the country where work is slack are not readily admitted to a union in another part of the country, nor are they allowed without interference to obtain employment there; and practically the conduct of members of a union towards other workmen in a town where they have not before been previously working is hostile.

Question 10. Under such circumstances there is difference in the treatment of union and non-union men.

III.—STRIKES AND LOCK-OUTS.

Questions 1–10. I can mention five cases of strikes and lock-outs. In three of them—namely, those numbered below (1), (2), and (3)—I was concerned; the other two came under my direct observation.

(1.) A strike on account of the discharge of a workman, which lasted only a few days. The object aimed at was not accomplished, as the men on strike, 300 in number, went to work again unconditionally.

(2.) A lock-out on account of restriction of men's labour to 1*s.* a day, which lasted five or six weeks. The object aimed at was not accomplished, as the men who were locked out, about 1,000 in number, returned to work unconditionally. New men were introduced in consequence of the lock-out, but no effect was produced thereby on wages, nor were any of the men on strike permanently driven out of the trade in the district by the new comers.

(3.) A strike on account of a new overman, which lasted two weeks. The men on strike, who were 750 in number, did not accomplish the object they aimed at, as they returned to work unconditionally.

(4.) A strike on account of the discharge of four men, which lasted several weeks. Between 100 and 150 men were engaged in the strike. They did not accomplish their object, as they returned to work unconditionally.

(5.) A strike for an advance of wages, which lasted two weeks, and which resulted in the object aimed at being accomplished. Probably 4,000 men were concerned in the strike.

The object immediately aimed at by the persons engaged in the several strikes or directing the lock-out, was to have their own way.

The workmen who struck and the employers who locked out did so of their own accord.

Questions 15–17. There were within my own knowledge several instances of intimidation, violence, outrage, and annoyance, most particularly in case number (2). Gunpowder was thrown down a chimney, boilers were blown up by barrels of powder placed on fires, a train of coal waggons was turned off the line, threatening letters were sent, &c. In the case of this lock-out, also, the men were ejected from the houses of the employers by legal process.

Questions 20, 21. Of the strikes which have occurred within my knowledge during the last ten years, eight individual strikes have failed to gain the object aimed at, two district strikes have likewise failed, and one district strike succeeded, the object gained being a rise of wages which continued four months.

Question 22. The duration of the several strikes was, in seven cases for several weeks, in two cases for two weeks, and in one case for one week. In all these cases the strikes failed. The duration of the strike which succeeded was for two weeks, and the rise of wages which was gained was about 14 per cent.

Question 23. In most of the cases of strike, workmen not taking part therein were laid idle, not being able to work for want of the strikes.

Question 24. There has been no instance within my knowledge in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed.

Question 25. There has not been to my knowledge any recent instance of a strike to resist the introduction of machinery.

IV.—EFFECT ON TRADE.

Question 1. So far as my experience has extended, the effect of the interference of trades unions on manufacturing operations and upon trades generally has been injurious.

Question 2. I cannot mention any instances in which, in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been drawn from any branch of industry.

Question 4. The effect of a strike upon the amount of wages paid within a given time after the strike in the district where the strike occurred, as compared with the amount paid within a similar period before the strike, depends on the dimensions of the strike. Individual strikes may not make much difference in the whole trade of a district, but general strikes have occasioned a reduction in the total amount paid on wages. I believe this has been the case in North Staffordshire and Yorkshire, on the Tyne, and in Scotland.

Questions 5, 6. It is within my knowledge that in the silk trade of Macclesfield there has been an increase of foreign competition of late years, and this is in a great degree owing to strikes.

Questions 7, 8. I am aware that in engine and joiners' work it is the practice to send some portion of the work to be executed abroad. There are no instances within my own practice.

V.—COURTS OF ARBITRATION.

Questions 1–4. I do not think that courts of conciliation or arbitration, composed of employers and workmen, would be of any practical use. They could neither apply to wages nor to the hours of labour, which are in most cases the cause directly or indirectly of strikes; and there would be no power to enforce the decision of the court, if adverse to a large body of men, against them, in any other cases. Take, for instance, the five instances of disputes referred to above under the heading "Strikes and Lock-outs." In not one could the decision of an arbitrator be accepted by both sides.

CO-OPERATIVE SOCIETIES.

Question 10. I have had experience of the working of co-operative societies.

Question 11. I have no objection to them; when legitimately conducted they are rather advantageous.

Industrial Partnerships.

Question 12. With respect to the advantages and disadvantages of industrial partnerships such as those of Messrs. Briggs and Messrs. Head, I think that the workmen will obtain all the advantages of good times without the disadvantages of bad ones, while the masters will have all the disadvantages of bad times without the full advantages of good ones to reimburse them. In bad times the control of works will virtually be taken out of the hands of the masters, as the workmen will probably attribute losses, &c. to bad management.

Amendment of Law.

Question 14. With respect to disputes to be voluntarily submitted to arbitration, I think that in all cases the court should consist of persons engaged in the business out of which the arbitration arises.

Question 15. I think that the present law of partnership is not such as to allow the experiment of industrial partnerships to be fairly tried. In the event of bankruptcy the loss would fall entirely on the masters.

(16.) G. C. Greenwell.

(17.) Answers by Messrs. Hail, Dawson, & Hinde, Lowmoor Ironworks.

(17.) Hail, Dawson, & Hinde.

I.—Objects of Trades Unions.

Question 1. Trades unions have had, so far as we are concerned, a very prejudicial effect, and have in no way tended to improve the relations between workmen and their employers.

Question 2. We cannot mention any questions between the employers and the workmen, in the decision of which we think that the action of the union operates beneficially for the workmen.

Question 3. The object of the policy of the council of such trades unions as have come under our observation has been, in respect of wages, an indiscriminate advance of all hands, good or bad, and in respect of non-union men, their non-employment.

Question 4. According to our experience, the effect of that policy has been prejudicial as regards the interests of the workmen, of the employers, and of trade generally.

Questions 5, 6. As an instance of the plans of employers being interfered with under the direction of a trades union, we may state that our works were stopped for many weeks in 1864, the union having ordered the men to ask for an advance of wages which we refused to give; and after playing, all the men, or the greater part of them, returned to work as before without the advance being given to them, we considering it most unreasonable.

Question 9. The effect of trades unions on the character of workmen has been the creation of a very unkindly feeling, which we hope time may help to remove.

Amalgamation of Unions.

Questions 10, 11. In our opinion, the amalgamation or association of trades unions one with another is very prejudicial; nor do we think that on this point the distance of unions one from another matters.

Question 12. We cannot say in what way a trades council operates for the workmen or employers, whether beneficially or otherwise.

II.—Effect on the Rate of Wages.

Questions 1, 2. The policy of the council of such trades unions as have come under our observation, with reference to the question of wages, has been to secure advances. But considering the time lost by men out of employment when on strike, we think that trades unions have had very little effect on the rate of wages.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, would be to retard just emulation, and would be very prejudicial to the character, skill, and conduct of workmen.

Question 5. We cannot say whether the unions render wages more equable in different parts of the country.

Question 7. We believe it is the practice of the central committees of unions to encourage transfers of labour. All workmen who left our works were glad to return.

Questions 8, 9. As we do not employ union men, we cannot say whether workmen quitting a part of the country where work is slack are readily admitted to unions in other parts of the country, and we have had no experience of the conduct of the members of a union towards other workmen in a town where they have not before been working.

Question 10. Under such circumstances we believe there is great difference in the treatment of non-union and union men. The union men will not have anything to say to a non-union man.

III.—Strikes and Lock-outs.

Questions 1–3. Two strikes, in a great number of years, have come under our observation. One was by colliers and miners for an advance of wages; the other, which was by order of the union, was by the forgemen generally, and was also for an advance of wages. In the second-mentioned case the men were told by the union men they could have what they demanded.

Questions 4, 5. The second strike lasted for from four to six months. The result was that all the men returned to their work at the same wages, but signed a paper to give a month's notice and give up the union.

Question 6. About 500 men were concerned in the strike.

Questions 7, 8. A few new men were introduced into the works in consequence of the strike, and a few of those who struck were in consequence permanently driven out of the trade in the district, as we declined their services.

Questions 10, 11. The strike was organized by the union at a distance. The workmen made a demand which we considered unreasonable, and we consequently closed our works.

Questions 15, 17. There were, within our own knowledge, instances of intimidation or molestation of workmen not taking part in the strike. These had to be protected to and from their work, or they would, and were, assaulted by the men on strike, some of whom were taken before the justices and convicted.

Question 18. The effect of the strike on trade in our own branch of industry was to stop all demand for iron, parties knowing of the strike.

Question 25. There have not been in our business any recent instances of strikes to resist the introduction of machinery.

IV.—Effect on Trade.

Question 1. As far as our experience has extended, the effect of the interference of trades unions on manufacturing operations has been to prevent contracts being entered upon that otherwise would have been.

Question 2. We cannot mention any instances in which in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred.

Question 5. We cannot say whether in any of the branches of industry of this country there has been an increase of foreign competition of late years.

V.—Courts of Arbitration.

Question 1. In our opinion it is not desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes. We feel that if employers cannot settle their own disputes courts would not do so.

Co-operative Societies.

Questions 10, 11. We have not had any experience of the working of co-operative societies, nor have we formed any opinion as to their advantages or disadvantages to the working classes.

(18.) Answers by Mr. Arthur Higginson, of the Firm of I. and N. Nadin & Co., Stanton Colliery, Burton-on-Trent.

(18.) Arthur Higginson

I.—Objects of Trades Unions.

Question 1. The institution of the miners' union in the district of South Derbyshire has been disastrous in its effects. It has severed the old relations and the good understanding which existed for so many years between masters and men. At the time the delegates came into South Derbyshire, in February 1867, the whole district was in a state of prosperity. The men were regularly at work. There was no complaint or misunderstanding whatever. The competition at that time was such as to keep up the wages to the top price; now the tendency is to lower wages. Large quantities of coal are being stacked, and an amount of crime and misery prevails amongst the wives and children

E. Answers to General Questions.

(18.) Arthur Higginson.

of the people that cannot be described. Full evidence of this can be adduced.

Question 2. I do not think the union operates beneficially for the workmen. The continued strikes caused by the delegates make them counterbalance any advantage they may get.

Question 4. According to my experience, the effect of the policy of trades unions upon the workmen has been to produce mistrust and irregular habits, and upon the employers to cause loss of capital and check to enterprise, in consequence of which trade is being gradually driven into other districts.

Question 5. The present plan of business of the employers has not been disturbed because the union has not been established in the district in question. Evidence will probably be adduced in other districts that the effect of unions is to control operations in the mine, limiting the description of work to be done, as well as the hours of labour. The effect of what might have occurred in this district has not been fully ascertained, inasmuch as the coal owners refused to employ union men.

Question 7. The effect of trades unions upon the character and well-being of the workmen has been most prejudicial; the meeting of the men from time to time, the adjournments to the public-house, drinking, and the utter disorganization of all family and domestic ties.

Amalgamation of Unions.

Question 8. The effect of amalgamation of trades unions one with another would be the entire stoppage of trade in such district, and to drive it into other districts. The consequences of such an evil are too serious to be contemplated.

Question 9. The more the amalgamated unions are spread the greater the evil.

Amendment of Law.

Question 15. The amendments which I would propose in the present law relating to combinations is to make all combinations, whether of masters or workmen, illegal when they affect the question of wages.

III.—Strikes and Lock-outs.

Question 1. The strikes and lock-outs to which I now refer are at Bretby Colliery, St anton Colliery, Swadlincote Colliery, Gresley Wood Colliery, Church Gresley Colliery, Cadley Hill and Old Swadlincote Colliery, and Granville Colliery.

Question 2. The circumstance that gave rise to these strikes and lock-outs was the arrival in the district of certain delegates—viz., Wm. Brown, one Lee, and Bunting—who commenced an agitation forthwith, holding out inducements to the workpeople to join them. The effect was to throw the district into confusion.

Question 3. The object immediately aimed at, as taken from the statement of the delegates, was the reduction of hours of labour, increase of wages, and participation in masters' profits.

Question 4. The strike commenced early in February 1867, and is yet in active progress.

Question 5. The object aimed at has not been accomplished. The result has been the throwing out of labour of some hundreds of people, who are now depending upon the distribution of funds brought into the district by the delegates.

Question 6. The number of persons concerned in the strike would be from 700 to 800 men and boys.

Question 7. Many new men have been introduced, but no effect has been produced on wages.

Question 8. Many of the men on strike have left the district, but many have returned.

Question 9. In consequence of the strike the Swadlincote Colliery was closed and remained so up to the present time, when an attempt has been made to open it.

Question 10. In consequence of the disorderly conduct of the workmen, the masters were compelled to discharge those who joined the union.

Question 11. The strike was organized by Wm. Brown and other agents of the Derbyshire and Nottinghamshire Miners' Association.

Question 12. Down to the time of the strike the men were getting from 7*s.* per day downwards, according to the nature of the employment and the age of the persons at work.

Question 13. The allowance made to each workman on strike or lock-out is 7*s.* per week, and 1*s.* for each child.

Question 14. These allowances, it is supposed, are derived from the different unions in the kingdom, a small portion from the Amalgamated Trades, from parties of people going round begging, and from eleemosynary sources.

Question 15. Instances of intimidation or molestation of workmen not taking part in the strike have been most numerous. Many persons have been taken before the local bench of magistrates, and full evidence can be given of these acts.

Question 16. There have not been within my knowledge any instances of intimidation, loss, or annoyance suffered by the persons engaged in the strike at the hands of their employers.

Question 18. The effect on trade has been that prices were raised in the immediate neighbourhood very considerably, and have continued so with some modification to the present time, but the great proportion of the winter trade was lost altogether.

Question 19. Heavy complaints have been made that the earthenware manufacturers have been affected by this rise.

Question 20. There has been no strike amongst the colliers since the year 1842 in this district, which totally failed.

Question 23. The persons taking part, who were very few, were generally regarded as persons deserving of notice, and paid at a rate beyond the ordinary standard.

V.—Courts of Arbitration.

Question 1. In my opinion it is certainly not desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes. The supply and demand of labour will regulate itself.

Industrial Partnerships.

Question 12. The partnership of Messrs. Briggs has not been tried long enough to determine whether it will be a success or not. Under the present law any parties may enter into an industrial partnership with their workmen if they choose.

(19.) Answers by Mr. George Jacob Holyoake, Writer on Co-operation.

(19.) G. J. Holyoake.

I.—Objects of Trades Unions.

Question 1. According to my experience, the institution of trades unions has tended to facilitate the dealings and relations between workmen and their employers, but in an inevitably crude and costly way which can now be superseded.

Question 2. I think that the action of the union operates beneficially for the workmen in tending to raise wages and dispersing skilled workmen in the labour market.

Question 4. According to my experience, the effect of the policy of trades unions, as regards the interests of the workmen, has been in giving them sense and a knowledge of their own interests.

Question 9. The effect of trades unions on the character and the well-being of the workmen has been in causing them to think of the interests of their order, in learning them to make sacrifices for their mutual interests, and in many cases increasing their resources; in other cases hardening them into selfishness, and inconsiderateness towards employers.

Amalgamation of Unions.

Question 10. In my opinion, when universal, amalgamation comes, free trade in labour will commence. It has been too long deferred.

II.—Effect on the Rate of Wages.

Question 3. According to my experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, has been to act as a premium to bad workmen, arising through a dim vision of equality from the way in which the ignorant understand communism.

III.—Strikes and Lock-outs.

Strikes are oft occasioned by bad manners and ill-chosen language on the part of masters. Trades unions do not comprehend more than one way of raising wages.

V.—Courts of Arbitration.

Question 1. In my opinion, it is undoubtedly desirable that courts of arbitration and conciliation, composed of em-

ployers and workmen, should be constituted for settling disputes between employers and workmen.' They would produce better effect in Great Britain than in any country, owing to the patience, fairness, love of fairplay and a fair hearing, on the part of our countrymen of all classes.

Questions 6, 7. I would propose that the same court should have jurisdiction to settle disputes arising in all branches of industry. In the case of great district trades it might be desirable that the court should in each case be composed of employers and workmen belonging to the branch of industry in which the dispute had arisen, but a general court would work well in every place.

Co-operative Societies.

Questions 10, 11. I have had experience of the working of co-operative societies, and believe that, except that they are apt to engross members with visions of gain, and weaken their public spirit, their effect on the working classes is very good.

Industrial Partnerships.

Question 12. The advantages to masters and men of such industrial partnerships as those of Messrs. Briggs and Messrs. Head are unquestionable. But neither Messrs. Briggs nor Messrs Head quite understand what they are about.

Question 13. The principal difficulty in the way of the successful working of such industrial partnerships lies in the fact of the parties concerned not seeing—neither masters nor men see anywhere—that it is an arrangement of self-interest, and not philanthropy nor sentimentality.

Amendment of Law.

Question 15. The present law of partnership is, I think, such as to allow the experiment of industrial partnerships and co-operative societies to be fairly tried. Until lately it was a fatal thing to attempt such partnerships. I found it so.

(20.) Answers by Mr. John Husband, Tailor, 35, Paradise Street, Birmingham.

(20.) John Husband.

I.—Objects of Trades Unions.

Question 1. According to my experience, the institution of trades unions has been most decidedly prejudicial.

Question 2. The action of the union operates beneficially for the workmen in securing more pay for less work.

Question 3. The policy of the trades unions which have come under my observation has been, in respect of wages, one of extortion; in respect of the hours of labour, to limit them—none would be few enough; in respect of apprentices, not to allow them if the journeymen can possibly help it; in respect of piecework, to advocate it to the exclusion of day work, as it makes all men masters; in respect of non-union men, to exclude them if possible; and to illuse the best servants.

Question 4. The effect of that policy has been to make workmen most positively earn less, to reduce masters to beggary, to drive trade into other channels, and very materially to reduce the quality of workmanship.

Question 5. No cases have come under my observation in which the plans of business of employers have been interfered with under the direction of a union.

Question 7. According to my observation, the effect of trades unions upon workmen has been to make them more dependent upon their union and less upon their own industry, and to encourage impudence.

Amalgamation of Unions.

Questions 8, 9. In my opinion, the result of the amalgamation or association of trades unions one with another is to give the masters less power, or rather to place them thoroughly in the power of the workmen. Unions drive the trade into districts where unions are not established.

Question 10. I have not found trade councils to operate beneficially either for workmen or for employers.

International Unions.

Questions 11, 12. An attempt has been made to form a union between the journeymen tailors and the Paris workmen, in order to get assistance, and to prevent work being done for masters when struck against.

Question 13. The objects of the union are not so much to benefit the general body of tailors, as to benefit the secretaries, committeemen, and council, and to stop the supply of labour.

II.—Effect on the Rate of Wages.

Question 1. The aim or policy of the council of such trades unions as have come under my observation, with reference to the question of wages, has been to increase the rate per hour.

Question 2. In my opinion, the effect of trades unions on the rate of wages has been to make one hour's work paid for as two. My experience shows that though the rate by the hour is increased, the indolence created by the high rate does not increase it per week.

Questions 3, 4. In my experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is to lower the standard of the best workmen, and to keep the inferior workmen from improvement. A rate of wages so fixed tends to the deterioration of the workmen generally.

Questions 5, 6. It is the case that unions render wages more equable in different parts of the country; but it is not fair to all districts. This object the unions are instrumental in effecting, by forcing men in the lower paid districts to strike or leave the neighbourhood.

Question 7. It is the practice of the central committees or councils to encourage transfers of labour.

Question 8. Men quitting one part of the country, where work is slack, for another, apply at the house of call, and are there told if to apply for employment or not; but they are generally paid to go further on.

Question 9. So far as my experience goes, the conduct of members of a union towards other workmen, in a town where they have not before been working, is generally such as to drive them away from the place.

III.—Strikes and Lock-outs.

Question 1. The Birmingham tailors' strike of 1866 came under my observation.

Question 2. The circumstance which gave rise to the strike was the opinion of the secretary of the journeymen tailors' society and his colleagues that the rate of wages was too low; but most certainly the non-union men got larger weekly wages than those most affected by the operation of the advance.

Question 3. The object immediately aimed at by the persons engaged in the strike was to extort from the employers an advance, to be fixed by themselves.

Questions 4, 5. The strike lasted about one month, and in the result the object aimed at was accomplished.

Question 6. About 250 men were concerned in the strike.

Questions 7, 8. New men were introduced in consequence of the strike, but they were paid to leave the town, or frightened and prevented from working.

Question 8. I do not think that any of the men on strike were permanently driven out of the trade by the newcomers.

Question 9. The strike disturbed the season's trade very materially, and in the cases of small masters without sufficient capital seriously inconvenienced them; and these especially were the ones to give way.

Question 10. The workmen struck particularly at the shops paying the best wages.

Question 11. The strike was organized by a few of the men who least liked work, and the officers of the society.

Question 12. The nominal town rate of wages was 24*s.*, but men who worked six days a week and 12 hours a day earned from 35*s.* to 40*s.* a week.

Questions 13, 14. The allowance to the workmen on strike was 8*s.* to the single men and 12*s.* to the married, and was defrayed from an accumulated fund of the society, augmented by help from other societies.

Questions 15, 16. There were within my knowledge innumerable instances of intimidation or molestation of workmen not taking part in the strike, but none, to my knowledge, on the part of the employers.

Questions 18, 19. The strike had no effect upon the general public. On the dependent branches of trade the effect was to increase the demand for inferior work.

Question 21. Sufficient time has not elapsed since the date of the strike to enable one to speak as to the permanency of the rise of wages which was gained.

Question 23. Workmen not taking part in the strike were enabled to earn more money both during its continuance and afterwards.

Question 24. There has been no instance within my knowledge in which the combination resulting in a strike was wholly voluntary, and in which dissenting members of

E. Answers to General Questions.

(20.) John Husband.

the union and non-union men were freely allowed to accept the terms against which the strike was directed.

Question 25. There have not been within my knowledge any recent instances of strikes to resist the introduction of machinery.

IV.—Effect upon Trade.

Question 1. So far as my experience has extended, the effect of the interference of trades unions upon manufacturing operations, and upon trade generally, has been damaging.

Question 2. I am not able to mention any instance in which, in consequence of a rise of wages enforced by a strike or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred.

V.—Courts of Arbitration.

Question 1. The settlement of disputes would be better done between masters and men than by courts of arbitration.

Question 3. There are no questions or matters in dispute which could advantageously be determined by such courts.

Questions 6–8. A court meeting at stated times, and having jurisdiction to settle disputes arising in all branches of industry, would be better than separate courts connected with each particular trade.

Question 9. If courts of arbitration be constituted, the expense should be borne by the parties requiring them.

Industrial Partnerships.

Question 13. Want of personal responsibility is a difficulty in the way of working industrial partnerships.

(21.) Statement (in which are embodied Answers to the Commissioners' Paper of Questions) by Mr. John Jones, Secretary of the North of England Iron Manufacturers' Association, and of the Cleveland Iron Masters' Association.*

(21.) John Jones.

Objects of the Ironworkers' Union.

The ironworkers have two organizations. The National Amalgamated Association of Ironworkers has its headquarters at Gateshead. The Associated Ironworkers of Great Britain have their central offices at Brierley Hill. In Staffordshire there is also a Millmen's Union, distinct from the forgemen connected with the Brierley Hill executive, and having its offices at West Bromwich.† In the following statement these three organizations will be referred to as the Gateshead Union, the Brierley Hill Union, and the Millmen's Union. In the preamble to the rules of the Brierley Hill Union we find the following given as the objects of the society:—

"The object of this association is to raise from time to time, by contributions among the members thereof, funds for the purpose of mutual support in case of strikes, emigration, and for the burial of the members and their wives."

In the preface to these rules we read:—

"The necessity and advantages of combination are so universally felt as scarcely to require one word of commendation. By combination, the working man is enabled to obtain a higher rate of remuneration for his labour; and by constantly associating together, feelings of friendship and unanimity will be the result; we shall get to understand that the interest of the one is the interest of all; and by comparing our own position with the position of those who have no such combination, we shall quickly perceive its value."

In the rules of the Gateshead Union it is asserted,

"That so far as the plan of action between the two executives (north and south) is concerned, the executive power to be one in sentiment, one in policy, and one in action;" hence the objects set forth by the Brierley Hill Union may be taken as representing both organizations. The revised rules state "the objects of the association shall be to obtain by fair and constitutional means, an adequate remuneration to the members for their labour; to secure the rights of the members in all questions affecting their interests; and to afford mutual protection and assistance to individual members as necessity may require." The objects of the Millmen's Association are thus stated: "The protection of the interests of its members against oppression; to enable them to secure a just remuneration for their labour, and maintain a fair regulation of wages throughout the trade."

As indicated in the above extracts, the main object of the ironworkers' union is to force up wages to the highest possible point, to encourage emigration with a view to thin the home labour market, and to provide funeral money for members and their wives. That the object of encouraging emigration is simply to thin the home labour market in order to raise wages in this country, irrespective of the fate of those sent abroad, is clearly proved by the following extracts from a circular of President Kane, issued to the members on the 1st February 1865:—

"Our opinion is this, that it would be more desirable to adopt the following plan than the policy which we have carried out in the past: Instead of exhausting our funds on strikes and defending ourselves against the tyrannical conduct of the employers, as manifested in what is becoming quite a common practice—viz., lock-outs, we would advise the workmen to put up with grievances, rally round the standard of union, pay their money, but not grudgingly, so that we may be enabled, with your approval, to carry out an extensive scheme of emigration. By thinning the labour market you enhance the value of the British workman. Where there are three at present let there only be two, and employers will soon be brought to their senses." The Brierley Hill executive, at their conference in 1865, expressed views much similar to the above.

The general experience of the trade fully bears out the above statements as to the objects of the ironworkers' union. They have never heard these organisations spoken of as friendly societies at all; nor have they any evidence that they expend any of the funds, except payments for funerals, on other than wages questions. In addition to this, none of the balance sheets which have come to hand contain any item for funeral allowance.

The union has tended to separate employers and employed and to destroy the individuality of the workmen. In case of strikes, individual workmen, and, in many instances, whole bodies of men, have been prohibited from speaking to their employers or their agents; have been bound never to go within several hundreds of yards of the works; and have been heavily fined for merely speaking to a master. Instances in support of the above occurred in connexion with the North Staffordshire strike of 1865. A man was fined 10*s.* because he spoke to his master when the latter asked if the men at the works would appoint a representative to meet the masters in conference.

The union is said to have raised wages in the iron trade, but this is not the case to any marked extent, if we look over a considerable period. Wages in this branch have for many years been regulated, in most districts, by a rough sliding scale based upon the selling price of iron; so that without the action of a union the men experienced an immediate benefit when trade was good, and generally submitted without dispute when prices went down. Had this system alone been followed, and had no strikes occurred owing to wages disputes (originating with the union authorities) the aggregate earnings of the men for the last five years would undoubtedly have been quite equal to, if not greater than, the amount actually obtained. If the sums paid by the men in support of union movements—often reaching 2*s.* or 3*s.* per week—were also deducted from the actual earnings, the advantage would be clearly against the union.

In the matter of wages the principle adopted has been to take the highest rate paid in any place in any department, and to make this the country price, without reference to the special circumstances which may render an exceptional payment in certain places only reasonable.

At a delegate meeting it was urged "that they should take a decided stand against all reductions, and do to the utmost of their ability to maintain the highest prices, and endeavour to bring up the lowest to them. It was ultimately resolved, that the association take a decided stand against all reductions."

With respect to the employment of non-union men, frequent instances have occurred in which the unionists declined to work unless certain men were either discharged or compelled to join the union. Though the employers have generally declined to interfere directly in these matters, it mostly happens that the strong pressure which the workmen bring to bear compels non-unionists to either leave

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* This statement was referred to by Mr. Jones in his oral evidence, and was printed therewith. (*Fifth Report*, pp. 46, 60, 129.) It is now reprinted with the other Answers to Questions.

† See correction subsequently substituted, answer 9821 (*Fifth Report*. p. 73).

their job or become unionists. The rules contain the following with reference to non-union men:—

"That no member of this association shall be allowed to render any assistance to non-unionists. Neither shall any member send for, or by any means procure, a situation for any such *obnoxious* workman. Any member disregarding this rule will be fined 5*s.*, or be dealt with as the committee may determine."

The above rule brands those who do not choose to be unionists as "obnoxious" workmen, whatever their character or ability may be.

The policy of the union has been on the whole detrimental to the interests of the ironworkers, as previously stated. As far as the employers are concerned it is not easy to define the effects. There is every reason to believe, however, that many failures have occurred owing to the exorbitant demands of the men and the consequent strikes; also that British merchants have sent orders abroad which would have been executed at home were it not for the uncertainty of getting the work punctually performed. The increase in continental ironworks has been stimulated by the knowledge that our labour market was so frequently unsettled, and our wages so high. Prussian and other continental papers have frequently alluded to this, and advised the extension of their ironworks. All departments of trade depending upon the iron trade have suffered from the effects of the ironworkers' policy, as the frequent suspension of operations has acted most injuriously upon tradesmen; but in the end these people calculate the chances of strikes, and accordingly allow a wider margin for profit, which has ultimately to come out of the earnings of the men.

Amalgamation of Unions.

Though there is no definite organization by which the various trades unions of the country are bound together, there is always a tacit understanding to pull together, and in case of an extensive strike in any department of industry other branches seldom decline to give their support to the men on strike. The ultimate effect of this is to make labour disputes much more protracted in character, and hence to produce more distress to the operatives and greater loss to the masters. If the men affected by a particular strike were left to themselves they would know their resources, would at any time be able to calculate their chance of success, and the struggle would mostly be of short duration; but when they are expecting help from various unions throughout the country they are buoyed up with a false hope, and are led to be more obstinate in their adherence to the position they have taken up. Attempts have been made to establish international unions, but at present no particular success seems to have attended the movement. The ironworkers are said to have sent representatives from several lodges in Belgium, with the view of stirring up the men there to agitate for higher wages; but they do not seem to have been successful.

By a trades council we understand a council composed of delegates from different trades, and such an organization naturally acts prejudicially to the interests of masters and men. In this way the onus of deciding questions, involving many technical details, is thrown upon workmen unacquainted with the industry in which the dispute has occurred; and not being possessed of any special judicial qualifications, they are not likely to sift the evidence nearly so well as would a body of experts; consequently their decisions are mostly unsatisfactory for their clients, and more than ordinarily injurious to the interests of the employers.

The North Staffordshire strike of 1865, and the North of England strike of 1866, were both undoubtedly prolonged, owing to the interference of the London Trades Council,* and the blunders and mis-statements which they circulated on the matters in dispute. Even were their intentions thoroughly honest, their ignorance of the iron trade, which is particularly complicated as far as wages are concerned, would prevent their understanding the points in dispute.

Effect on the Rate of Wages.

The policy of the ironworkers' unions, as far as wages are concerned, has been already alluded to, and also the effect which this policy has had upon the rate of wages. In proof of this it may be stated that wages in all the iron making districts are now almost as low as they have been known to be during the last few years, though the union organizations have never been more prominent than they have during the last five years. The rapid development of the iron manufacture about three years ago caused an unusual demand for men, and some derangement of the old principle of payment then took place, and altogether wages are now slightly higher than the standard formerly adopted. On the other hand there have been four or five extensive and protracted strikes during the period referred to, and the union contributions would more than reduce the present wages to the lowest point they have ever touched in the iron trade. Uniformity in rate of wages, irrespective of the skill or merits of individual workmen, has a most injurious tendency, as it destroys emulation, and reduces all workmen to a dead level. It seems one of the main objects of the union to secure this by levelling upwards. It has not been found that wages in the iron trade have been rendered more equable owing to the action of trades' unions. There are many disparities between the several districts, and the union has signally failed in carrying anything like uniformity. The ironworkers' union does not appear to take any prominent part in transferring labour from one district to another. When workmen proceed from one part of the country to another in search of employment, the rules of the union provide that they shall not visit employers, but shall consult the local unions, and shall produce their credentials from the lodge to which they last belonged. If they are non-union men no assistance is afforded them. In cases of strike, when men come in from other districts, the strongest efforts are made to send them back, and to prevent them from working. There is a most marked difference between the treatment of a union and non-union man by the unionists. The "black-legs," as they are termed, are made as uncomfortable as possible by moral intimidation; and instances are of frequent occurrence where physical intimidation has been resorted to. Instances of this occurred in the late strikes, where the new men introduced into the district by certain firms were assaulted. Several individuals were committed to prison for such assaults.

Strikes and Lock-outs.

The principal disputes which have led to a suspension of work in different iron manufacturing centres, since 1860, are the following:—

1. The Staffordshire strike, 1863.
2. The Leeds lock-out, 1864.
3. The North Staffordshire strike, 1865.
4. The Mersey Iron and Steel Co's strike, 1866.
5. The North Country strikes, 1866.

1. After the depression of 1857, the iron trade was very quiet for some years, but in 1863 an improvement began to be manifested. The Staffordshire men established a union, and took great care to make the organization as complete as possible. They then decided to make a movement for the advance of wages, though no change had taken place in the official quotations of iron; and it had, up to this time, been always customary to let wages advance and recede according to the official list prices of iron, as fixed at the masters' quarterly meetings. The plan adopted by the union was to avoid a general strike, but to put out a few works for an advance, the other men meanwhile contributing to the support of those on strike. When this line of action became known to the masters, they endeavoured to frustrate the policy of the puddlers by supplying "puddled bars" to the mills where the men where not working. This went on for about 14 weeks; but the arrangement about the puddled bars did not work satisfactorily, especially as a sudden improvement in trade took place, and the works became fully occupied. The result was that the ironmasters advanced the price of iron, and gave the men the wages which had been demanded three months before. So rapidly did things improve, that this advance of iron was almost immediately followed by another, and for some time there was a general activity and prosperity in the iron trade. The men having succeeded in their demands, being aided mainly by the unexpected improvement in the demand for iron, attributed their success solely to the operation of the union, and at once set themselves to consolidate and extend the organization, until they made it a national union.

2. Not many months after the termination of the Staffordshire strike, the union made some objectionable demand in connexion with one of the firms in the Leeds district. The men also insisted that all the hands employed should belong to the union. The firms in the district resisted this, and combined together to close their works except to non-union men. They agreed that a declaration should be signed by every workman, pledging himself not to belong to a union, or to interfere with the liberty of masters or men. The union exerted all their power to resist this; but after spending upwards of 17,000*l.*, and, being idle for 27 weeks, the men gave in, and have never belonged to a union since. The strike was mainly broken up by the introduction of foreign workmen imported by the masters.

3. The exceptionally prosperous state of the iron trade did

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* See correction subsequently substituted, answers 9420-1 (*Fifth Report*, p. 47).

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not last for any length of time; and hence, about the end of December 1864, the masters of North and South Staffordshire, Sheffield, Derbyshire, and the North of England, met together and decided to give simultaneous notice of reduction of wages, equal to 10 per cent. This course of action had never been previously adopted; but the policy of the union compelled the masters to make a joint movement, as it was felt that if one district struck the others would be able to support the men thrown out of work, and it would be very difficult to carry the reduction under such circumstances. It should be mentioned here that the masters had never before attempted any simultaneous action with regard to wages questions; but, as the men had established their National Association of Ironworkers, it was felt that the extensive combination of the men could only be effectively met by a general agreement amongst the ironmasters of the country. The notices for reduction were given simultaneously throughout the above-named districts. Before the notices expired, the men in Staffordshire, the North of England, and other places, had meetings, and it was announced that as they felt there was considerable depression in the trade, they had resolved to accept the reduced wages offered by the masters. Thus, it was thought, that the matter had been quietly disposed of. It soon turned out, however, that the North Staffordshire men declined to accept the reduction, and a strike ensued in that locality. A circular, which had been issued by the president of the northern union, found its way into the newspapers about this time. This document explained to the Scotch ironworkers that the union authorities had resolved to call out the North Staffordshire men, and that all other districts were to support them. As the strike in North Staffordshire thus turned out to be a union movement, the masters of the other districts gave notice that if the men did not return to work at the terms acceded to in other places, they would close their works at the expiration of a fortnight. This notice was carried into effect, as the North Staffordshire men did not show any willingness to return to work. Soon after the mills were closed, the union executives, both north and south, stated that they had advised the men on strike to return to work, but that they refused to do so. The Earl of Lichfield was called in, and requested to act as arbitrator in the case. The masters agreed to leave themselves in his lordship's hands; but the men declined to agree to the proposal, and so the strike went on. In the North of England the union authorities proposed to break off their connexion with Staffordshire, provided the masters would also sever their connexion with the masters of other districts, and would re-open their works. Several conferences between the masters and delegates from the men were held, the final one being on 27th March 1866. The following document was handed in to the masters, signed by the officers of the union and by a number of delegates, representing all the north country districts:—

"We, the delegates representing the various ironworkers in the North of England, do hereby honestly and sincerely declare on behalf of our constituents, that the following resolution has been passed in our respective lodges.

"Resolved—In compliance with the order of the executive, we hereby pledge ourselves to withhold all support from the North Stafford men, either directly or indirectly, during the continuance of the present dispute between them and their employers; and we further pledge ourselves to sever all communications between our union and those of North and South Staffordshire."

After this the mills in the North of England were re-opened, and some confidence was felt in the prospect of a better understanding between masters and men in the future. Meanwhile the strike in North Staffordshire continued, and the masters finding that their men declined to obey the instructions of the union, liberated the other masters from their obligation to close their works, and thus the strike became confined to the North Staffordshire district. It lingered on for some time—about five months altogether—as Mr. George Potter, of the London Trades' Council, came down, and advised the men to continue their resistance, promising them liberal support from the London trades. Several meetings were held on the subject in London, and the facts of the case were very considerably mis-stated; so much so that the Earl of Lichfield felt called upon to attend one of the meetings and give a correct explanation of the proceedings as far as the arbitration question was concerned. A portion of the trades' delegates appear to have been much dissatisfied with the manner in which Mr. Potter acted on this occasion, and not long afterwards withdrew from the organization with which he was connected. The help obtained from London and elsewhere was only nominal, and the men on strike were reduced to great distress. At length they returned to work; but several of the masters declined to re-open their mills except on non-union principles. The men, however, assented, and have gone on working quietly since the close of this strike. The South Staffordshire works were closed for five weeks, representing a loss in wages of about 150,000*l.* The North Staffordshire mills were idle about twenty-one weeks, representing a loss in wages of about 120,000*l.* The mills in the North and other parts of England were closed from two to three weeks, representing about 50,000*l.* loss in wages. The North Staffordshire men returned to work at the wages originally proposed by the masters.

4. In May 1866, the men in the employment of the Mersey Iron and Steel Company struck work, on the advice of the union, and a long strike ensued; but after being out for about twelve weeks the men resumed on the masters' terms, and also signed a rigid agreement pledging themselves to give up the union.

5. In the North of England a constant series of disputes occurred from the time of the lock-out onwards. These mainly resulted from the attempts of the union to force up prices to the level of the highest paid in any part of the district, though the circumstances of the respective works are so different as to fully explain varieties in the rates for the same kind of work.

In the spring of 1866, the Cleveland pig iron trade was considered in a very prosperous condition, and prices improved; though it turned out that this apparent briskness of trade resulted from speculative operations in the Glasgow market, and ultimately great losses were incurred by the ironmasters on the transactions which took place about this time. The ironmasters, however, had heavy contracts on hand; and would have incurred much loss had they failed to carry these out properly. It was at this time that the blast furnace men, who are merely labourers, and in the majority of departments require no special training, gave notice for an advance of wages, varying from 10 per cent. to 80 and 100 per cent.; and also that they should in future be paid irrespective of the quality of iron produced. The advance of wages demanded was conceded after a good deal of negotiation. Soon after this the financial crisis brought great depression in all departments of the iron trade; and in June the masters intimated to the men that they should reduce wages 10 per cent. The notices were given to expire on the 28th July; and as the men refused to work at the reduction, the greater number of the Cleveland furnaces were damped down—that is, were filled with coke, or were blown out. After a month's idleness work was resumed on the masters' terms, and in many cases the reduction was much more than 10 per cent. originally proposed. By this strike nearly 3,000 men were thrown out of work for a month; and as a considerable number of the furnaces were blown out, and have not since been worked, many men were thrown out of employment, and have since been unable to find work in connexion with the blast furnaces. The details of this strike are appended in the evidence given by Messrs. Gilkes, Wilson, Pease, and Co.

The iron manufacturers also gave notice to reduce the wages in forges and rolling mills. These notices expired on 14th July, when the works were closed, as the men, acting on the instructions of their leaders, declined to accept the reduction. The men appear to have been in communication with Staffordshire, and to have received promises of support from that district. Indeed, notwithstanding their pledge to the contrary, the Gateshead executive placed itself in communication with South Staffordshire almost immediately after the withdrawal of the lock-out in the north in 1865. This is proved by a correspondence which took place between the masters' association and the northern union, and by the published proceedings of the two unions. This connexion seems to have been kept up, and to have been much the same as it was before the men entered into their agreement to sever themselves from other districts. The masters based their notice for reduction on the depression of trade, and the consequent decrease in prices throughout the North of England district. The men replied that they would rather work short time than be put on lower wages; that no reduction had taken place in the South Staffordshire official quotations; and that, in short, things were not so bad as represented. The answer to these statements was, that to work mills and forges half-time would increase the cost of the iron very much, owing to the waste of fuel and standing charges; that though no reduction had taken place in the official quotations in Staffordshire, the masters there were selling at prices very much under the list rates; and further, that the North of England had never been guided by the prices of iron in Staffordshire; and that they would rather keep their mills idle than pay the former rate of wages. The strike lasted about five months, and ended in the men returning to work at rates of reduction much greater than was indicated in the original notice. The London trades promised assistance in this case, and sent altogether about 700*l.*, and the unions at Brierly Hill and West Bromwich also sent considerable sums. The London

Working Men's Association suggested referring the matter to arbitration; but the masters declined on the ground that it was not a subject which admitted of being settled by this mode. About 12,000 men were out of work for 20 weeks, and owing to increased depression of trade, have since had to submit to a further reduction of 10 per cent., and have only had partial employment on these terms.

A few of the more prominent incidents in this strike may be mentioned.

For many weeks the men, apparently acting on instructions, rigidly kept away from their respective works, and held no communication with the masters.

A fortnight after the strike had commenced, the union issued an appeal to the members of trades' unions in England, Scotland, and Wales, and to the public generally. In this appeal it was stated that the masters of the North of England had planned a conspiracy against the workmen and their families more cruel than the children of Israel suffered from Egyptian bondage. The union officers affirm that during the previous four years they had expended 17,000*l.* in defending the trade. They call upon the trades unionists for aid in resisting the unjustifiable and indefensible demand of the masters. They specially appeal to the men in South Staffordshire, and refer to the assistance which Brierley Hill received from the north in 1863. This appeal, also, was directed to the London trades' organization. The London Working Men's Association took up the subject, but urged the men first to agree to submit the matter to arbitration. This, as before mentioned, was declined by the masters, and a meeting was held in London, in order to hear the case of the ironworkers. The result was that the association opened a subscription list, and made very hearty promises of assistance. About this time a brief statement of the facts connected with the strike was published by the masters, and this led to a correspondence of some length, in which it was demonstrated that the London Working Men's Association knew very little about the iron trade, and that it was not an authority likely to bring the dispute to a settlement. Communications were opened up by the men with South Staffordshire, and a proposal was made for an amalgamation of the two districts. After several meetings, the Staffordshire men declined to agree to the proposal, but considerable sums of money were voted in aid of the men on strike. About the end of September about 2,000 men (those employed by the Consett Company) gave in and accepted the reduction. They appear also to have left the union altogether, and exhibited great hostility towards the president of the union, Mr. Kane, who had difficulty in escaping safely from the place.* Several gentlemen who took an active part in inducing the men to return to work received threatening letters. The funds divided to the union men on strike did not average more than from 2*s.* 6*d.* to 3*s.* per week, sometimes more and sometimes less. Of the means used to keep the men together and to maintain the struggle, there is not much to say, as they were the usual methods. The strongest possible pressure was brought to bear upon the members. Every effort was made to put the matter in a false and favourable light before the public; frequent meetings, often public, were held, but gradually one lodge after another gave way, until all had accepted the reduced and revised terms proposed, and which were as nearly uniform for the whole district as it was found possible to make them.

In several of the iron trade strikes, many new men have been introduced. In the Leeds case, Belgian men were brought over and continue to work there. In the last strikes in the North men were introduced from other districts. The number of hands driven out of the iron trade in this district has been considerable. The result of these strikes to the masters was the loss of contracts and the cancelling of orders, as the uncertainty of execution led buyers to send their orders elsewhere. As a general rule, the men on strike received a tolerable allowance for the first few weeks of a strike, but afterwards only a few shillings per week, and frequently nothing at all. These allowances were obtained from their own union, from other trade societies, and from subscriptions.

In most of the strikes above referred to several of the leading union men have not been taken back to work by their previous employers. This has frequently arisen from the fact that the leaders were the last to give in to the masters' terms, and before they expressed themselves as ready to work other men had stepped in and filled their places. One effect of the strikes was to afford an opportunity for the less skilful men to advance to higher positions, which they retained when the union men came to work, and hence many of the experienced hands were compelled to take subordinate places, or lost certain advantages which they had previously enjoyed; but this arose naturally, and without any special arrangement or design on the part of the employers or their agents.

Great depression was produced amongst the general trades in all the districts depending mainly upon the iron manufacture for their support. The amount of money which would, under ordinary circumstances, have been paid away in wages, was stopped from circulating, thus causing considerable interference with all branches of industry.

None of the strikes alluded to secured a permanent wages standard. The advance secured by the Staffordshire strike would have come naturally in a few weeks after it was actually secured, as the improvement in trade would have rendered necessary a rise of 20*s.* per ton on the price of iron at the next quarterly meeting, and this would have carried with it an advance of wages equal to that secured by the strike. The strikes against reduction have been ineffectual, and the result has generally been that the men have had to go to work on less advantageous terms than those against which they struck in the first instance; nor have strikes proved any obstruction to further reductions when trade continued bad.

One feature in connexion with the ironworkers' strikes deserves particular attention. The number of union men who conducted any strike was only a small proportion of the total number of hands affected by the strike. In the North of England case, on the authority of the men, there were 3,000 union hands affected, though there is reason to believe that this number was very much over-stated. The total number of hands thrown out of work directly by the strike, was above 12,000, or at least four times the number of unionists. The labourers and others forming the 9,000 were, in most cases, desirous of working; but they were unable to do anything without the assistance of the skilled labour of the unionists. Thus they were reduced to enforced idleness, and to the greatest distress, by the action of men over whom they could exercise next to no control; but as they were unable to fill up the places of the unionists, they had no chance of obtaining work. There is no branch of industry where a strike of a comparatively small number could produce more disastrous consequences than is the case with the iron trade.

There are no special instances where ironworkers have resisted the introduction of machinery, except in the case of some mechanical puddling machines, which the puddlers declined to work. They have also in many cases offered the strongest resistance to the introduction of improved puddling and heating furnances, and thus valuable economical inventions have been rendered practically inoperative in the iron trade.

The Internal Working of the Union.

The union authorities are accustomed to speak of their proceedings as if they represented the whole body of ironworkers, and as if the various movements were conducted with great unanimity. The only way the masters have of judging of the correctness of these assertions is by an examination of such union publications as have from time to time fallen into their hands. The union officers, both at Brierley Hill and Gateshead, issue occasional journals, giving privileged reports of proceedings at union meetings, and in connexion with various strikes. If a complete series of these were laid before the Commissioners by the men, the Commissioners would be in possession of much valuable *bonâ fide* evidence as to the object and policy of this union organization. The tone adopted is generally such as is calculated to create ill feeling and bitterness between masters and their men. In a pamphlet issued by Mr. Kane, president of the Gateshead executive, in February 1865, we find such expressions as the following:—"The seven Pharisees in the Leeds district;" "Leeds and Low Moor tyrants;" "they (the masters) enter into combination, or "rather a conspiracy, against the life and liberty of iron-"workers." The Leeds workmen were "craven-hearted cowards and sycophants." In the journal for December 1865, speaking of one manager, "they saw the tyrant was bent upon encroaching on their rights." And much more might be adduced in a similar spirit.

The president publishes an occasional journal of his proceedings when itinerating amongst the various branch lodges. We allude to one of these, as affording evidence of the actual feelings of the men with respect to unionism:—

Held a meeting in Sheffield. Found the men had been sadly divided amongst themselves. The men grumbled because they had not been paid their lock-out money. In 1863 the union was very strong round Sheffield, but since then it had become much smaller. At Swinton he found great dissatisfaction. At Hoyland disorganization existed. At Wakefield he held a meeting, but says it was the worst he ever attended. The next day he tried another meeting, which was a "wretched affair," and had to be adjourned.

* This statement was subsequently withdrawn. See answer 9821 (*Fifth Report*, p. 73).

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Many had fallen back from the union owing to the North Stafford and Leeds dispute, and to the levies for lock-out and strikes in England and Scotland. At Ruabon, he found the landlord of an inn, and his sister, the life and soul of the union. The men at this place were on strike; and a meeting was held, at which a dissenting minister presided. His first act at Blaenavon was to arrange for counter advertisements to those inserted by the masters at Ruabon. In South Wales he lectured on union subjects; and found the men very much irritated at the manner in which they had been treated by the Brierley Hill executive, the result being that confidence was nearly destroyed, and the union almost a dead letter. With the exception of Blaenavon and Blaina, there was very little union in Wales; and against its becoming better the difficulties appeared almost insurmountable. He next held meetings at Llanelly and Blaina. He addressed meetings at Llandaff and Rhomney, but the lodge at the latter place had but a short existence. The men seemed indifferent to unionism; and one man said the union was no good, or why did they not prevent the prices being reduced. At Brymaur there was only a small meeting; but at Llanelly things looked better.

The tone of the journal indicates that the president found, in most of the places visited, no hearty feeling in favour of unionism; and it seems that the strongest language and efforts were required to make the men become permanent paying members of the union.

From the list of secretaries' addresses appended to the journal above mentioned, it appears that a considerable number of the union secretaries keep public houses; 11, at all events, are returned as publicans.

The next report gives the proceedings at a delegate meeting, held at Consett, January 1866. Each delegate was called upon to give an account of the state of union affairs in his particular district. One delegate complained of the conduct of the works' secretaries in failing to make returns. The general state of the north-eastern district was good; but Fence Houses was very bad. The delegate for the north-western district gave particulars of a strike which had occurred at Witton Park, and two weeks' allowance was voted to the men. Other Witton men were dissatisfied with their prices, and the council ordered their cases to be taken up. A matter of dispute was also reported from Middlesbrough; and some extremely offensive letters and resolutions are printed in this part of the journal; also correspondence with a Stockton firm, in which the objects of the masters' association are very improperly quoted. The delegate from Scotland, referring to the Middlesbrough case, said it was incumbent on the association to bring up the lowest rates to a fair average country price; for the object of the association was to raise the lowest to a position with the highest—not to allow the highest to be brought down. With reference to a grievance of the Consett men, it was resolved that the union should support the men in their demand; but their movements must be guided by the number of men the union had on strick. The men at East Jarrow, who had been sent to prison for neglect of work, were allowed 2*l.* per man as compensation. The Ruabon delegate said the men in that district had been on strike for twenty-four weeks. (The men afterwards went to work without securing the advance for which they struck work.) The case of a man who absented himself from work without notice was not entertained. The London delegate said, that since the Leeds lock-out the London union men had fallen off very much. Several grievances were brought forward by the South Wales delegate, and ultimately a missionary was engaged to spend the whole of his time in propagating unionism in Wales. The reports from the Scotch lodges were in many cases very unsatisfactory. With respect to a patent puddling furnace which had been introduced, it was resolved that the men should demand six heats' pay for five heats' work. The sum of 75*l.* was voted to the committee having charge of the movement, relative to modification of the existing law of master and servant.

The proceedings alluded to clearly demonstrate—

1. That the operation of the union is to take the settlement of disputes out of the hands of the individual workmen affected, and to place such matters under the management of the central authority.

2. That the ironworkers are not unanimously in favour of unionism; nor do they generally admit that the organization has worked satisfactorily or beneficially for them. There is a pervading tone of complaint about the apathy of the workmen and the appointment of special missionaries to stir up a spirit of unionism in certain districts, and the itinerant work of the president show that the union is only supported in large measure under compulsion.

3. That the levies for the support of the Leeds men, while refusing to work on non-union principles, and for the support of the North Staffordshire men on strike, had not been approved of by a large section of the men, and that these had subsequently left the union.

Ironmasters' Associations.

There are several ironmasters' associations; the oldest is the one in the South Staffordshire district. This association has held quarterly meetings for many years. At these the selling prices of iron for the district have been fixed, and wages were invariably regulated by these prices until recently, when some derangement of the system occurred. The principle is still adopted, however, and wages advance or recede 1*s.* per ton for puddling, and 10 per cent. for other wages, for every change of 1*l.* per ton in the price of iron, according as the "list" prices of iron rise or fall. Thus, if iron goes up the men get an advance without any trouble or representation on their part. These list prices are not binding upon members of the association, and it not unfrequently happens that makers are selling at more than 1*l.* per ton under the list rates, though wages are regulated by the standard prices. The Staffordshire Association also take general action in connexion with railway, canal, or other Parliamentary bills affecting the interest of the trade. The North Staffordshire association was modelled on the plan of the South Staffordshire society, but has been to some extent modified since that time. The North of England association first assumed a definite shape in 1863. It was established for the purpose of regulating prices and terms of selling iron. There were no rules or code of regulations. In 1865, after the masters of the northern district agreed to withdraw from the general compact on the undertaking of the men to sever their connexion with other districts, a set of rules was adopted, and the constitution of the association was defined. The men were to adopt such modifications in their rules as would make them conform to the spirit of the resolutions they had passed with reference to the separation from other districts. The objects of the manufacturers' association are the following:—

"The interchange of information on all matters connected with the iron trade, more especially in regard to rate of wages and current selling prices.

"The securing of united action and mutual support on these and all other important points.

"The holding free and friendly communication with the representatives of the ironworkers with the view to the avoidance of strikes, and at the same time the prompt and united resistance of any attempt on the part of the men to enforce unreasonable demands, or to limit the free action of any individual ironworker.

"The promotion of the interests of the trade in connexion with Parliamentary inquiries, foreign tariffs, or any other matter.

"The promotion by legal assistance, when necessary, of the interests of the members of the association as a body."

The objects of the Cleveland Ironmasters' Association are thus defined:—

"The interchange of information on all subjects affecting the interests of the trade; securing united action and mutual support for the general welfare; attending to Parliamentary bills, and proposed alterations in the laws relating to employers and employed; and other similar matters."

It is entirely optional on the part of iron manufacturers and ironmasters whether they join the respective associations or not; nor do the firms holding aloof from the associations experience any unpleasantness; nor is any pressure put upon them in consequence of their isolation.

Papers appended to the foregoing Answers.

A.

Messrs. Gilkes, Wilson, Pease, & Co., on Furnace Men's Strikes.

Instances of the operation of the blast furnace men's union on the Middlesborough-on-Tees district, exemplifying the obtaining an undue rise in wages through the influence of the union, and intimidation of workmen at the blast furnace works of Gilkes, Wilson, Pease, & Co., Tees Ironworks, the firm having seven blast furnaces, five of which were at work, and producing an aggregate of 1,150 tons of pig iron per week; the firm having been established for 13 years, and being the second oldest of the smelting undertakings in the Cleveland district; the members of the firm personally superintending the operations of the works.

In March 1866 the furnace men, after some time agitating for an advance of wages, individually gave notice

to leave in accordance with the rules of the works, unless the advance in the meantime was conceded. During this interval conferences with the men were held, and individually they expressed themselves satisfied with the arrangements proposed, with the exception of two departments of labour; the chargers and slaggers, who also agreed in every particular, except to have three groupings of qualities, which they said they would not sanction, stating this was in the hands of their union, and they could not act separately, this being a point of minor importance to the men, and upon which the different works of the district had various arrangements and practices. It was thought that the men would not hold out on this point, especially as their fellows had agreed to the proposed plan, and as no strike had taken place before this period amongst the blast furnace men in Cleveland, it was fully expected the men (many being old hands), would not act up to their notice, but would re-engage on the new terms.

The day the notice expired, however, it was found they all intended to cease working, and when it was represented to them that, as the majority were perfectly satisfied with the new terms, they should remain; and it would be an easy matter to obtain fresh chargers and slaggers. They replied, that as the men of two departments were not satisfied, they must all go out until the concessions required were made. The blast was thus stopped, and the furnaces left standing charged with raw material; and so they remained for three days, when it became absolutely necessary for the men to be induced to return to work, or the loss of the furnaces themselves must have been incurred, for if left to cool down in this condition they could not be made again available in less than six months time, and at a minimum cost of 5,000*l.* per furnace. In vain were the men individually applied to. Usually they said they would gladly return to work, but that they dare not for their lives on account of the union, and new men could not be obtained for the same cause. As a last resource, they were invited to a conference at the works office, when about 15 appeared, whom it was supposed represented the rest; and it was not until negotiations had proceeded to an advanced stage that it was discovered that the deputation were not composed of men entirely employed at the Tees Ironworks, but consisted of men from two or three other works as well, and, in fact, formed a union deputation. The possibility of such a circumstance taking place is explained by the fact that the faces of several of the men were quite familiar. When this discovery was made it was not thought desirable to close the interview, during which the following concessions were made in order to save the furnaces from ruin. In one department, consisting of eleven distinct classes of labour, the advance in wages agreed to amounted from 10¼ as the lowest, to 60 per cent. as the highest increase; the intervening rates of rise being 12, 15½, 23 and 30 per cent., and so on. In another department of 12 classes the advance varied from 9 to 26½ per cent., and besides this the men obtained the grouping-of-qualities concession, and an arrangement, which was a serious giving up on the part of the employers in the way of tools and implements. These points having been conceded, the men said they were satisfied, and promised to start work again in a few hours. Presently, however, they returned to the office, and stated they had forgotten one point, and that was that the employers should compel the hoist brakesman to join the men's union, or that they should discharge them. It was represented to them that this was an act of tyrrany that could not be countenanced, and rather than carry out this demand the works must be closed altogether. They persisted, however, in saying "that they would not work with him; that so long as he was not a union man he was not fit company for them;" and the matter had to be compromised by the man being removed from his post, and an inferior position given him, though the rate of remuneration remained the same. The result was that this individual joined the union a few days subsequently.

The rate of wages current before the rise in April 1866, was equal to an average of 27 per cent. higher than the wages paid in 1860.

As stated, the Tees Ironworks are conducted by the principals, to whom the men have access any day they incline, and who are always ready to listen to any grievance or suggestion they may make. There are cottages upon the ground where a limited number of the men have house-room, water, and coals, at less rates than are current in the district. There is a sick club also attached to the works, where for a subscription of 4*d.* per week, benefit is received to the extent of 8*s.* per week with proper medical attendance, and 4*l.* in case of death. The funds are kept up by the fines levied on account of infraction of the rules of the works. The institution is conducted by a committee of the workmen; the president and treasurer, consisting, since the commencement, of two of the employers.

The pig iron trade took a turn for the worse, until in July 1866, a reduction of wages was asked for, amounting to 10 per cent., to enable the employers the better to meet the falling market. The men, however, emboldened by their previous success, refused to agree to this, although they were informed that unless they would work at the reduction, one-half of the producing power of the ironworks must be laid idle. They still refused, and three furnaces were in consequence blown out entirely; the men displaying the animus of the union to the last by endeavouring to leave the furnaces with the iron untapped, the moment their term expired. The strike lasted a month, when the men required to work the two furnaces which had been damped down, resumed their work on much the same terms as those they refused when the strike occurred in the previous April, and since then have worked contentedly; many of them declaring the union leaders deceived them, and that they would have nothing more to do with it. The three furnaces are still (April 1867) out of blast, and must continue idle until a very marked improvement in the iron trade may take place.

Several of the better hands, who were stationed on the portion of the works out of operation, have taken subordinate positions on the work still being continued.

B.

Specimens of Handbills Circulated in Connexion with Union Strikes.

"Thieves! Fire! Murder!—Caution to the ironworkers of England, Scotland, and Wales.—Strike of the iron-masters of the Mersey Works, Liverpool, commonly termed a lock-out, against their workmen that are united in the bonds of union.

"Fellow Workmen,—The following advertisement appeared in the *Daily Post* and may fairly be denominated a mantrap:—

"'Good puddlers and ball furnace men may find employment, with full rates of wages, at the Mersey Steel and Iron Company's Works, Liverpool, fifteen puddling and ball furnace men are at work with non-union workmen, together with 800 men in other branches. Members of the Ironworkers Union need not apply.—Address by letter to the Mersey Steel and Ironworks Company, Limited, Liverpool.'

"In reference to the first part of it, or that which states 'that fifteen furnaces are at work,' is a gross falsehood; there is not three non-union men there, except the 'doggies,' who are all at work, doing what they can; and as the weather is very warm, we say let them work a little longer, as it is not often they do much, especially the 'head boss,' (Mr. Clay). With respect to the last clause, we would ask, 'why do they object to the members of the Ironworkers Union?' Why, because the directors want to reduce the wages and impose more work upon the men, but the union men will not submit to it, consequently they are trying to get non-union men in order that they may be able to reduce wages when they think proper, and make them do just what the indiscreet 'doggies' require them. It would probably be policy to just relate the reason why they are compelled to have the above advertisement inserted in the daily papers, and what has caused the present struggle between the directors and their workmen. It appears that there were two shinglers (non-union men) that consented to get away the cinder from the hammer, and likewise to pay the hammer driver. The manager wanted to compel the other shinglers to do the same, but they being good union men refused to submit to such an unreasonable and unjust demand, consequently the directors struck against all union men, and closed their work, and are now advertising for non-union men.

"If any ironworker feels anxious to work for log wages and have plenty of work, go and be black-legs. If you want to become a disgrace or a stinkard among your fellow-workmen, and fix an everlasting stigma upon your children, go and be black-legs. Before doing so, however, we would ask you to look back to the year 1862, and see what the price paid for puddling was at that time, and you will find that it was 7*s.* 6*d.* per ton, and you had to break the bull dog (calcined cinder), to fettle the furnaces with, as well. What has got you the present price, and what maintains it? Is it the black-legs? Let each answer for himself? Union and good wages. Black-legs and tyranny. Treat all advertising quacks as impostors, and oblige your well-wishers in the bonds of union,

"The Workmen."

E.
Answers to General Questions.

(21.) John Jones.

C.

Result of Union Emigration Scheme.

The following, headed "Appeal to puddlers, shinglers, and millmen," appeared in the *Beehive* newspaper March 24, 1866, and refers to the condition of certain emigrants who had been sent out under the auspices of the union:—

To the Editor of the Beehive.

Sir,—I shall feel obliged if you will insert these few remarks in your next edition. They will no doubt prove of great value to many ironworkers, who, we know, are fixing their minds on emigration to America. Morever, we hope that it may have another desired effect, viz., of arousing their practical sympathy in behalf of the wives and children of those men gone from our branch during our strike against a reduction of prices, which has lasted now for 20 weeks. Some 20 weeks ago the foreman of our works offered to us a list of prices, which would have been a disgrace upon us, or any body of men to accept, below the prices of the trade generally. Our refusal to accept those prices was approved of by our association at large, and so we have endeavoured up to the present, to maintain the right. During our struggle the general council have considered the question of emigration, which was approved as one likely to benefit the working classes of this country, by thinning the labour market, thereby keeping up the value of labour. Our men in preference to submitting to anything against the interest of their fellow-workmen and the principles of the association, choose rather to leave their native soil and try the value of their labour in America. Fourteen of them went at some 5*l.* per head from the association, leaving their families entirely dependent upon the subscriptions we could get from the public and our fellow-workmen, till they could help themselves. The reports of America were of the most favourable description; thus were they confident that they would soon be able to send for their wives and families, again establish their homes, and enjoy its comforts, with something like a magnificent remuneration for their labour. What is the news? The following letters will show:—

"Pittsburg, Feb. 27th, 1866.

"Dear wife,—I take the present opportunity of writing to you, hoping to find you all well, as it leaves me well in health—thank God for it. I hope you won't put yourself about about me, for I am safe; but the men are all on strike, and they are all a —— sight worse off than ever. We got a good passage, and I thought you would have had to come in the spring. But if I don't get above 1*l.* a day I shall come back to the old country, for if we get money it takes it all to live, for it costs 50 cents. for a breakfast and 30 cents. for a bed. So as soon as I get the money I shall come back to you for it is no go here at all. Take this to Sam and Will, and tell them not to be gulled from home for nobody. It's a pity for people not to tell the truth about the place, and stop other people from coming from their home. But cheer up, I am young enough yet. You had better get in a little house if you can. You will hear from me again soon.

Tell the children I have not forgot them; I have them in my heart. From your loving husband,

Benjamin Raybold.

Pittsburg, Alleghany County, Pa, U.S.
Care of Joseph Spencer, Bull Head."

"Pittsburg, February 27th, 1866.

"Dear wife, child, and friends,—I hasten to inform you I arrived safe in America, and enjoy good health, as I hope this may find you and all inquiring friends in good old England. Dear friends, we have been sadly gulled by coming to America. Tell all my friends to content themselves in England, and not ruin themselves and families by coming to America. The works are all stopped for the last six weeks, with no signs of commencing, as the men refuse to work at the reduction of wages. Dear wife, 10*s.* in England is as good as nine dollars here; besides there is a surplus of men, and, they seldom work more than half time.

"Dear wife, tell my father how I have been deceived in coming to America. But yet I am of good spirits, as I enjoy good health. Give my respects to your father and mother; tell them I am well, but without money, and no prospects of earning any for some time; and when I am lucky enough to have any money I will take care to bring it to England myself, instead of sending it.

"Dear friends, you shall see us at home, as soon as we get the means to bring us. And we hope our experience will deter others from coming to try their luck in America. Dear wife, show this letter to all the friends who may contemplate coming out here, as God knows we are tired of our experience. Dear wife, be of good cheer, as I am. Your devoted husband,

"William Hudson."

"Pittsburg, Feb. 27th, 1866.

"Dear wife,—I write to you hoping to find you and the family all well, as it leaves me at present—thank God for it. It is with a trembling hand and an aching heart that I write to you. I am happy to say I arrived safe at New York, and had a good voyage. But I am sorry to say that we are deceived, for the men were all on strike when we got to Pittsburg, about 431 miles from New York. Go to T. Jones, and tell him not to be deceived as I have been. Tell him to be contented in England, for to meet with a downfall like mine will upset his wife and family. Tell him to tell all his butty workmen not to throw away their lives for 5*l.* as I have done. G. Yates is with me. We mean to do our best.

"Tell Hannah to take care of the children, and he will pay her back as soon as he can. Cheer up; I will do my best. God bless you and the children. All things work together for good. We have no money. but we have good hearts, and we hope you have. If we start to walk to New York we must die on the road, it is so cold. Cheer up, for I shall to the last. Your affectionate husband,

"John Cherrington."

"Pittsburg, Feb. 27th, 1866.

"Dear wife, and family, and friends,—I write these few lines to you, hoping to find you all well, as it leaves me at present, very well. We have been greatly deceived by coming to America, for they have been on strike in this country for six weeks, and when they are at work there are two men for every situation. The working men of old England are gulled by emigration. For 10*s.* per ton in England is better than 9 dollars here. Dear wife, make this as public as you can, and let the men of Old England know we have been gulled by coming out here. Take letter to Bradley, and let him make it public amongst the men. My kind love to you.—Your affectionate husband,

"Thomas Stanton."

The above letters are copies of the originals that have come to hand this week. They slightly show the destitute condition of the men. Now, sir, allow me to tell you and our fellow-workmen of the hardships of the families. Eleven out of the 14 have left families behind; some have left six children, some four, and three, and two. The least family is one child and wife. In most of these cases nearly all their goods were sold previous to the men going to America. Others have sold what they could spare to maintain them since, and we have been able to get them sometimes 2*s.* 6*d.*, 3*s.* 6*d.*, and 4*s.*, by subscriptions from our fellow-workmen and the public.

But their sympathy has died, or the officials at the different branches are thoughtless about these poor families who stand in circumstances close akin to widows, and fatherless children. To these officials we must again appeal, and to our fellow-workmen and brothers in unity. We are not now pleading for us who are still out and left behind, but for the families above mentioned. We hope, therefore, again to see your sympathy practically displayed in behalf of these poor families. Poor they are, sir, in reality; I speak that I know, and testify that I have seen.

One of these poor women had a child died last week. I was sent for to try to get the burial fees reduced in this one case, seeing the destitution of the family, but I am sorry to say without success. No money in the pocket, no food on the shelf, a sorrowful heart, and eyes swollen with grief have I seen, all the result of a man's determination to maintain the prices of his trade, and the principles of his association against the unreasonable requirements of unprincipled employers. Yet we who are left are still determined not to fly from our duty, but say, none of these things move us.

In conclusion, I ask, "Remember the widows and fatherless in their affliction."

Subscriptions will be thankfully received by the secretary per post.—Remaining sir, yours truly,

John Bradley, Secretary.

Park Lane, Sandbach, Cheshire,
Associated Ironworkers—Wheelock Branch.

D.

Copy of Letter to North of England Employer.

Sir,—This is to inform you that your workmen have had a meeting to discuss the merits and character of the man

you chosen to be foreman; and, after due deliberation, they have come to a conclusion that a greater tyrant there is not in the kingdom, and his character is well known both in England and Scotland; and, therefore, your workmen will give notice to close the works, for they are fully determined not to work under him. At the same time think not this is on account of a selfish principle, for it is as much for your benefit as that of the workmen, for you must be aware a man that will act a tyrant over workmen will not stand to be one over you if there is the slightest chance whatever. Sir, the association will be much obliged if you will place your decision in the office window before Thursday, when, if you think proper, you can be attended to.

Signed on behalf of the

NATIONAL ASSOCIATION OF PUDDLERS, &c.

April 30th, 1864.

(21.) John Jones.

(22.) ANSWERS by Messrs. JOHN KNIGHT & Co., Iron and Tin Plate Manufacturers, Cookley Ironworks, near Kidderminster.

I.—OBJECTS OF TRADES UNIONS.

Question 1. Our opinion is that trades unions make the relations between masters and workmen less cordial than they otherwise might be.

Question 2. The wages in the first instance are undoubtedly advanced by means of trades unions, and so far unions must be in favour of workmen.

Questions 3, 4. Trades unions have not come under our notice, and consequently we have had no experience of the objects or policy of trades unions, nor of the effects of their policy.

Questions 5, 6. With respect to cases of interference by trades unions with the plans of business of the employers, we only know in a general way of the stoppages of ironworks from combinations among trades unions to resist reductions of wages; and our knowledge being only general, we cannot state particulars.

Question 9. As a matter of opinion, we should say that mediocrity in workmanship and severance of the workman's interest from that of his employer have resulted from trades unions.

AMALGAMATION OF UNIONS.

Question 10. Taking the main object of trades unions to be to raise wages, and assuming that the men in several trades may be prosperous, whilst in a particular trade they may not be so, amalgamation may render the trades unions more powerful.

Question 11. The advantages to the union of amalgamation are affected by the proximity or remoteness of the unions amalgamated. Remoteness must compel one body to communicate with another body through an agent, whom they must implicitly trust. Hence, practically, one person has a large influence. Isolation is against union.

(22.) John Knight & Co.

Question 12. We have no experience of trades councils, but think that a council backed by a union would have power.

AMENDMENT OF LAW.

Question 16. The inability of the present law to prevent unionists intimidating non-unionists is, in our opinion, its chief defect.

Question 17. The amendments which we would propose would provide more complete protection for men willing to work, and punishment for persons who intimidate others either directly or indirectly.

II.—EFFECT ON THE RATE OF WAGES.

Question 2. The effect of trades unions on the rate of wages has been, in our opinion, to raise them unduly.

Questions 3, 4. According to our experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman is mediocrity, or extreme dissatisfaction on the part of good workmen. A rate of wages thus fixed tends to the deterioration of workmen generally.

Question 5. We do not know whether it is the case that trades unions render wages more equable in different parts of the country.

(23.) ANSWERS by Messrs. ANDREW LESLIE & Co., Iron Shipbuilders, Newcastle-on-Tyne.

I.—OBJECTS OF TRADES UNIONS.

Question 1. We consider that the tendency of trades unions has been to impede the settlement of any disputes that happen to arise, to induce misunderstandings, and to raise up a barrier between workmen and employers, instead of fostering good feeling and a spirit of conciliation.

Question 2. In our opinion, there are no questions between the employer and the workmen in the decision of which the action of the union operates beneficially for the workmen.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our observation has been to rule wages by an assumed standard, in ignorance of the conduct of trade, and without due consideration of the result; to reduce the hours of labour regardless of consequences; to endeavour to restrict apprentices; to throw out piecework and overtime working; to scheme for the introduction of all workmen within the unions; and to hamper, if possible, the working of machinery where a narrow judgment makes it appear to interfere with the employment of artisans.

Question 4. According to our experience, the effect of that policy has been to reduce the average yearly earnings of workmen by unsteady working and fickleness; to undermine the confidence of employers of labour in being able to carry out engagements and fulfil contracts; and also to cripple trade generally, to divert it from agitated districts, and to lower the productive power of the country.

Questions 5, 6. Many cases have come under our observation in which the plans of business of the employers of labour have been interfered with under the direction of a trades union. In one case our blacksmiths, in union, combined for the purpose of insisting upon an alteration of the hours of labour or diet, to conform to their ideas of what they should be, and, though not a twelfth of our whole number, struck to enforce compliance, and for six months attempted to carry things with a high hand, in fact forming a cordon round our works to stop any of their craft from entering, and so molesting and worrying the men that we were obliged to put the law in force to punish the ringleaders; and when the union was tired out, and we had supplied ourselves from different parts of the country at great expense, they sent us notice that they had "*opened our shops.*"

Question 7. As regards the effect of trades unions on the character and the well-being of workmen, we think that the workmen have yielded too implicitly to the dictates of superficial, unscrupulous, and self-interested advisers, causing them to be stubborn and jealous in dealing with their employers, and from restlessness disorganizing the social welfare in their families.

(23.) A. Leslie & Co.

AMALGAMATION OF UNIONS.

Questions 8, 9. Amalgamations of unions can only augment the evils and injuries that single bodies effect, and by combination they can better enforce their demands for claims of whatever kind they may conceive. Facilities of communication narrow distances and tend to equalize matters in that respect, free use of railways and telegraphs being resorted to by union committees.

Question 10. A trades council may not sufficiently discriminate between one work and another even in the same trade, while the interest of both men and masters would generally be best served by their settling what concerns each side together and for themselves, without extraneous aid.

INTERNATIONAL UNIONS.

Questions 11, 12. We know of instances in which attempts have been made to form international trades unions only through the public prints, and by conversation in the way of business. France and Belgium (these two chiefly) and Prussia are the countries to which such international unions were proposed to extend.

AMENDMENT OF LAW.

Questions 14, 15. Legislation against combinations is required to prevent employers on the one hand, and workmen on the other, combining to injure the other in any way whatever. The law should protect employers from external combinations interfering with the organization of their works, and the arrangements they feel necessary or may make with their men, and the men themselves from the tyranny and slavish oppression of numerical force. Labour should be free, but so also should the system of engaging labour be unfettered, and the law should protect employers from undue and external pressure.

E.
ANSWERS TO GENERAL QUESTIONS.

(23.) A. Leslie & Co.

II.—Effect on the Rate of Wages.

Question 1. The aim of the council of such trades unions as have come under our observation has been, with reference to the question of wages, to advance wages by every means in its power.

Question 2. In our opinion, the effect of trades unions on the rate of wages has been temporarily and locally to raise them; but from the fluctuations of trade, in great measure caused thereby, and the interruptions to and suspensions of work, the average over the country has not equivalently advanced. It is therefore a question whether the increase of material wealth would not have done as much for labour, and done it more steadily and advantageously, without agitation; whilst unions, with the threats they send abroad, have only fostered ill feeling between workmen and capitalists, and tended to disorder the whole social system of the lower class.

Questions 3, 4. The tendency of a uniform rate of wages amongst any particular class of workmen is to discourage emulation, to reduce all to a dead level, to deteriorate work, and to induce laziness, throwing skill aside altogether, which is a great element in the advancement of a workman.

Questions 5, 6. Unions try to equalize and render uniform the wages of each class of labour. This object has not been effected except within districts, and its attainment generally over the country could not be just, from the great relative difference of surrounding circumstances, without a radical change of system; but the end is no less aimed at by unions, and the machinery getting into gear which shall put it in force by striking all of one class at once, and supporting the men from the common fund.

Question 7. It is the practice of the central committees or councils to encourage transfers of labour with a view to promote the equalization of wages.

Question 8. As far as we are aware, union men are well received by unions in other districts to which they may remove, and no objection is made to their being employed, except in cases where such would tend to lower wages by an influx of labour.

Question 9. The conduct of members of a union towards other workmen, in a town where they have not before been working, is friendly and encouraging rather than otherwise; but when the least chance exists of their coming lowering wages their fare is again paid back, and they are sent off, or kept idle on support of union.

Question 10. Non-union and union men are differently treated under such circumstances. Free men, especially if newcomers, are always annoyed in places where unions are strong and powerful.

III.—Strikes and Lock-outs.

Question 1.—Several and most calamitous strikes have come under our close observation; but we instance here only a strike of our own joiners. A strike of our own blacksmiths, we have alluded in the answers to questions 1. 5, 6.

Question 2.—The circumstances that gave rise to the strike were the deliberations of the men in union, which led and forced them to demand what they had argued themselves into assuming to be their rights, looking from their own point of sight only.

Question 3. The immediate object, as concerned themselves, was to raise their wages and carry a short labour movement, with the avowed and supported intention of making it general.

Questions 4, 5. The strike lasted two months or thereabouts. In the result, the agitation was shown to be premature, if the realization of the object was not impossible, and a compromise was effected when the men and their families had come to grief.

Question 6. The number of men taking part in the strike, or otherwise thrown out of employment in consequence, was, in our own yard, about 100, but in the district there were many hundreds who were affected thereby.

Question 7. Some non-union men were brought in during the strike, which perhaps influenced a settlement, but not wages, when union council declared it at an end, only men came better in afterwards.

Question 8. The men, forced by the unions out of work and ill-provided for, went in search of work elsewhere, or left the country, so that few remained at termination of strike, and new comers had the advantage.

Question 9. No contracts were actually given up in consequence of the strike, but good orders were lost in consequence of the agitation, and we suffered severe injury from delay of work.

Questions 10, 11. The workmen struck at the instigation and peremptory instructions of union committee. The strike was organized by a local committee of union in communication with other unions throughout the country, and was led and carried on by delegates.

Question 12. Before the strike the rate of wages in the establishment was 27*s.*; after the strike, 30*s.*

Question 15. We know for a fact that many of the union men willing to work dared not for fear of their neighbours; and in the case of the blacksmiths, especially, intimidation and violence were carried to such an extent as seriously to outrage the law, to which we had to resort for protection.

Question 16. No instances came to our knowledge of intimidation, loss, or annoyance suffered by workmen at the hands of employers.

Question 18. The effect of the strike in the branch of industry in which it occurred was to divert orders, and subsequently to lower prices considerably to secure trade again.

Question 19. Its effect on other branches of trade was to seriously affect for the worse both the manufacturing trade depending on our orders directly, and the small trades dependent chiefly on workmen.

Questions 20, 21. With respect to the strikes during the last 10 years, we can hardly say that in any cases they have been successful. Generally, we know, and particularly in our own case, a forced rise of wages has not been permanent, for the sacrifice made to recover a shattered and declining trade has necessitated a reduction of wages at the earliest opportunity.

Question 23. During a strike of any particular class of labour non-union men are commonly compelled to go out with the others, and become, therefore, unwilling sufferers.

Question 24. We have known of no strike commencing by voluntary combination; but unions have, when unable to dictate their own terms, sometimes signified to the men that they could follow their own inclination, but this only when employers can get in other hands.

Question 25. In our own trade there have not been any recent instances of strikes to resist the introduction of machinery.

IV.—Effect on Trade.

Question 1. The effect of the interference of trades unions on manufacturing operations and upon trade generally has been to lessen the confidence of manufacturers in their own resources, and their reliability on the power at command to execute contracts, thereby tending to dishearten capitalists from embarking in productive schemes dependent upon the labour market, and so to suppress the vigour of trade in its necessitated competition with the world.

Questions 2, 3. We cannot refer to any instance in which, in consequence of a rise of wages enforced by a strike or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred; but when capital is once so involved no chance is left to withdraw it, and the employer must work his way out of difficulties as he best can.

Question 4. Speaking generally, we know the amount of wages paid in a given time after strike to be considerably less than in same time before it.

Questions 5, 6. In some of the branches of industry of this country there has been of late years an increase of foreign competition. We know of it particularly in the iron trade; and more than anything else it has been brought about by interruptions caused by strikes, the boundless demands of workmen, and constant agitation of the labour market in this country.

Questions 7, 8. We know it is not uncommon to send portions of work to be executed abroad, but it is not the practice in our trade. We cannot give any positive information from experience.

V.—Courts of Arritration.

Question 1. In our opinion courts of conciliation or arbitration, composed of employers and workmen, for settling disputes between the two classes, might be established to advantage; but it should always be borne in mind that the first object is to protect both capital and labour from being forced into the measures of a combination on either side, or compelled to submit to the dictates of force, with the alternative only of closing their works or going idle.

24.) ANSWERS by Mr. R. LEWIS, of the firm of Lewis, Sons, and Parker, Tailors, St. James's Street, London.

I.—OBJECTS OF TRADES UNIONS.

Question 1. In my opinion the institution of trades unions does does not tend to facilitate or improve the dealings or relations between the workmen and their employers, but on the contrary has, according to my experience in the tailoring trade, been the sole cause of disaffection and the trouble that has been created.

In support of my opinion I beg to illustrate the injurious effects of trades unions in the tailoring trade by the following short history of the strike in 1867, and the circumstances preceding it.

For upwards of 30 years past the operative tailors of London have been paid by piecework, so much for each garment; the prices having originally been fixed by a calculation based upon the number of hours in which an average workman could and did up to that time ordinarily do the work, at 6*d.* per hour; alterations, repairs, and items not provided for being paid for as nearly as could be calculated according to the same scale. This calculation of time has come to be called technically the London log, and the system was adopted to overcome the dissatisfaction felt by clever and expeditious workmen at not being able to earn more than slow and inefficient ones under the previously existing system of day work. Its result has been to increase considerably the earnings of industrious and skilful men, and to lower those of the opposite class.

Under this arrangement matters proceeded until the spring of the year 1866, when the master tailors of London received a circular from the London Operative Tailors' Protective Association (a copy of which, marked A, is appended), requesting an advance of 1*d.* per hour in the rate of payment, and an answer by a given day. A meeting of masters was hastily convened to consider this application, the statements set forth in it duly considered, and a committee appointed to act on behalf of the masters generally as it should appear best to them to do. This committee collected statistics from about 30 of the leading firms in the west end of London, by which they ascertained that accidents and exigencies of business had gradually produced variations in the rate of payment in different shops, but having by these means learned the average prices paid, they recommended the general adoption of a new scale, giving an increase of about 10 per cent. upon this average. They further recommended that the announcement of this advance should be made by each master to his own men, in preference to making it to the union. Their recommendations were very generally adopted, and the advance was received without objection by the workmen, excepting in the case of three firms—Messrs. Poole, Stulz, and Morgan —where, from the fact of exceptionally high prices having previously been paid, the increase of 10 per cent. upon the average was found to give comparatively little advance.

A strike against these three houses followed, and the other masters, feeling that they were bound in honour to support them, determined upon closing their shops until an arrangement was effected, which was done in about ten days by a farther concession on the part of all the masters; and this agreement as to the future rate of payment in the trade was signed by the masters and the representatives of the London Operative Tailors' Protective Association at St. James's Hall, and has since been adhered to on the part of the masters. Its effect has been an increase of about 15 per cent. upon the rate of wages paid by the leading houses.

The matters above alluded to led to the formation of the Master Tailors' Association of the United Kingdom, which which was established on the 1st of September 1866, with the objects, as set forth in the rules, of "the interchange of "information on all matters connected with the trade "generally, the holding of free and friendly communica- "tions with the representatives of the journeymen, with a "view to the avoidance of strikes, and at the same time to "secure the prompt and united resistance of the masters "to any attempt on the part of the men to enforce un- "reasonable demands or to limit the free action of any "individual master."

By this association, on the 5th of January 1867, a communication was received (a copy of which, marked B, is appended), signed by the representatives of the London Operative Tailors' Protective Association and of the Amalgamated Society of Operative Tailors, proposing that an endeavour should be made, by a committee of masters and a committee of workmen, to arrange an uniform time log for the United Kingdom, for the purpose of avoiding the constant occurrence of disputes for want of such a standard. This proposal was, after consideration, assented to on the part of the masters' association, (though with some doubt on their part as to its practicability), and a committee of masters acquainted with the subject was appointed for the purpose.

At the first stage of the negociations the chairman of the masters' committee introduced a proposition for arbitration in case of disagreement, and pressed it upon the workmen's committee, who, however, stated that in their opinion it would prove impracticable and useless.

Two meetings took place, and sufficed to show the masters' committee that there was not the slightest possibility of any good being done, and that the proposition had been nothing more than a device to obtain the sanction of their association to a "time log," bearing no relation to the actual number of hours required for the performance of work by average workmen, and that it was a plausible pretext, under the pretence of a desire for symmetry and uniformity, to obtain a farther increase of wages both in town and country.

Under these circumstances a dead-lock took place, and both parties referred to their general committees for instructions.

The masters determined that unless the workmen would accept, with some slight modifications, where palpable errors could be clearly demonstrated, some such standard of time as had hitherto satisfied masters and men when considerably more work was put in the various garments, they must abandon the matter. The operatives' committee replied that by far the greater part of the log submitted to them by the masters would require substantial additions, and insisted on proceeding with the matter as before forthwith. The negociations were then broken off, the workmen complaining of a breach of faith on the part of the masters, and endeavouring to persuade the public that they were only seeking an adjustment of time and not an increase of wages, to realize in fact, as they put it, what had been nominally conceded to them the year before, whereas they had, as has been shown, obtained a tangible increase of 15 per cent. by fair and open negociation, and were now endeavouring by indirect means to obtain at the very least as much more.

It will be proper here to state that very few practical master tailors believe in the possibility of establishing either an exactly uniform rate of payment by all houses in one town, or of an invariable calculation of the time taken to make similar garments in various places. In the former case the master doing the most fashionable class of business, and obtaining the highest prices, will naturally require the most pains taken about his work and have to pay more, because of the extra time taken to do it neatly, and in the latter it will be obvious that, although a coat for a country farmer may be made in a given number of hours, it by no means follows that the same description of coat for a peer or M.P. can be made in the same time. The master tailors therefore feel that they have gone as far as they can on the road to uniformity in assimilating, as they have done, the rate of payment in London houses of an admittedly similar class.

Following the breach of negociations, the master tailors of London received on the 15th of April 1867, from the presidents and secretaries of the London Operative Tailors' Protective Association and of the Amalgamated Society of Journeymen Tailors, a circular dated the 16th April 1867, (a copy of which, marked C, is annexed,) informing them of the failure of the attempt to establish an uniform "time log" by the means already tried, and stating that they had no resource (a time log being indispensable to the requirements of the trade) but to enclose for adoption one of their own, and requesting an answer stating the willingness of the masters to pay to it, by 2 p.m. on Saturday the 20th, the intervening day, the 19th, being Good Friday.

This circular received very little attention, the masters having by this time become fully aware of the real question at issue determined to resist the further interference of a trades union between themselves and their workpeople, or to make any advance upon the prices agreed to in the previous spring between themselves and the operatives' committee under whatever disguise it might be sought, or by whatever means it might be attempted to be enforced.

On the following Monday, the 22nd April 1867, a meeting of the workmen (nearly all of whom were by this time members of the union) was held at the Alhambra, when a strike was declared against 88 of the principal employers of London. Denunciatory speeches were made. It was

* The papers headed "A" to "E," which follow Mr. Lewis's Answers, were appended to his oral evidence (*Tenth Report*, p. 1), and are here reprinted with the Answers, in company with which they were originally sent to the Commission.

B.
ANSWERS TO GENERAL QUESTIONS.

(24.) R. Lewis.

openly stated by the leaders that a system of picketing would be at once commenced to prevent others who might be willing to do the work these men had left from undertaking it, and that a weekly levy of 2*s.* per man would be made upon every member of the union for their support during the strike.

The number of men thrown out of employment by this proceeding was nearly 3,000; their means of subsistence instead of their ordinary earnings of from 30*s.* to 50*s.* or more per week were reduced to an allowance of 15*s.* or 20*s.* a week at first, which very soon diminished to irregular amounts of sometimes less than 10*s.*, and ultimately to nothing at all.

Many respectable men eventually had to break up their homes, and were with their families reduced to great distress. Many who had worked for long periods with the same firms had to sacrifice all connexion with their former masters, frequently very much against their own will, but powerless to resist the dictates of their union; some went into the country, others emigrated, but a large number remained parading the streets as pickets to prevent members of their own body from returning to their employment or others from supplying their places, and this they continued to do until August.

The position of the masters may be shortly described. Attributing the difficulties of the preceding year and these later ones almost solely to the interference of a trades union between themselves and their workpeople with whom they had previously been able to adjust matters satisfactorily for 30 years without this interference, and being a second time placed in the difficulty of having their businesses all but brought to a standstill at the commencement of the busiest season of the year, they naturally resented such interference, and resolved thenceforth to employ no professed members of any union, but to stand out for the principle that masters have a right to employ any men they please, and workmen a right to work for any master they choose upon terms that may be agreeable to both without the dictation of a third party.

Their difficulties at first were considerable, not from any want of workpeople willing and even eager to supply the places of those who had left them, but principally from the action of these latter, who by walking up and down in front of their houses, and by interfering with the would-be applicants in various ways, contrived to terrify them in some cases into bringing back work they had undertaken, in others to make them almost afraid to venture beyond their own doors, so that for some time most of the work had to be taken to and fetched away from the workpeople by the foremen and porters.

The system of the pickets was first to attempt to persuade or bribe those working to cease doing so; where this was ineffectual, to abuse and annoy them by calling them disgusting names, to threaten them with bodily injury, sometimes by letter, as shown by the letters appended hereto under the heading D., and frequently to assault and severely injure them. It was a common practice for them to assemble towards evening around the premises of any master who was fortunate enough to have a few men at work in his shop, and upon their leaving off work for the day to assail them with hootings, abuse, vile and filthy epithets, and frequently with personal violence. In some of the principal streets, such as Bond Street, St. James' Street, Sackville Street, Savile Row, Conduit Street, Clifford Street, and Princes Street, as many as 20 or 30 would be seen lounging about at one time, and towards evening, as mentioned above, sometimes from 100 to 200 would keep the whole neighbourhood in excitement and uproar for an hour or two. To such an extent was this carried on that the inhabitants were forced to ask the advice and assistance of the magistrates towards the abatement of the nuisance, and extra constables had to be kept on duty in consequence.

Under the heading E. I append a record of such of these outrages as were prosecuted. Many more, however, took place in which the parties assaulted and abused were afraid to come forward, and others where the assailants were not found. The annoyance and intimidation at length came to such a pitch that the masters determined to seek redress from the law, and, acting upon the advice of Messrs. Vallance and Vallance, of Essex Street, who had been retained by them for the prosecution of such cases, and for their guidance generally in important matters, summonses were applied for and granted by Mr. Knox, of Marlborough Street, against several of the leaders, and upon the 24th June the president, Mr. Druitt, the secretary, Mr. Lawrence, and several conspicuous members of the union were committed for trial for conspiracy, the indictments being laid under the 6th George IV. c. 129. On the 10th July they were brought up for trial at the Central Criminal Court, and the trial postponed until the next session at their request, on a distinct pledge being given by them through their counsel that the pickets should be withdrawn. This pledge was most shamelessly broken; the union, deciding that the leaders had no authority to make it, deposed them, and elected others to fill their places, who continued the system. This led to an application by the masters for further summonses against the new leaders, which were granted without hesitation, and on the 17th August these also were committed for trial. The trials commenced before Mr. Baron Bramwell on the 21st August 1867, when Messrs. Druitt, Lawrence, and Adamson, the leaders, were found guilty of conspiracy. Their successors, Messrs. Bailey, Shorrocks, and 13 others, were tried on the 22nd and 23rd August, and were also found guilty of conspiracy and intimidation by picketing. The law being thus declared and vindicated, the masters had no desire to press for punishment, and the learned judge, after emphatically endorsing the verdict of the jury, ordered the accused to find bail to come up for judgment when called upon. Immediately afterwards the pickets were withdrawn, and the strike came to an end, as it would have done long before, but for this method of coercion applied by the unions.

Seeing, then, that for 30 years the trade had gone on quietly without the assistance of any union, masters and workmen adjusting their own differences, and that during that period large numbers of men had earned such wages as enabled them to lay by something with which to start them in business for themselves, that the effect of the union has been to create discord between employers and employed, to set one class of workmen in antagonism against another, to place 3,000 men in the streets for upwards of four months to the great injury of themselves and their families, to render them reckless and desperate, to cause many of them to be committed to prison for assaulting those who were willing to do the work they had refused, and that the business of the masters had for two successive years been seriously affected by their actions, I will conclude my answer to this question by repeating that in my opinion the institution of trades unions does not facilitate or improve the dealings and relations between workmen and their employers.

Question 2. I know of no questions between the employer and the workmen in the decision of which the action of the union operates beneficially for the workmen.

Question 3. So far as witness knows, the object of trades unions in respect of wages has been to increase them, and that without reference to the existing condition of the trade as to the reasonableness of any advance; in respect of piecework, which is the rule in the trade, no attempt has been made to alter it. In respect of overtime, no attempt has been made to interfere with the practice at present recognized, viz., that men work as long as they please whilst the shops are open. As to the employment of non-union men, the unionists, when they find admission into a shop with non-unionists, frequently quarrel with, threaten, and sometimes assault the latter.

Question 4. The effect of the policy of the union has been, in my opinion, most detrimental to the interests, first of the workmen, as it has sown discord between them and their employers, and it has materially injured them by having thrown them out of work and reduced many families from comparative comfort almost to starvation. Many men who had saved money, earning good wages, were reduced to great poverty, not daring to resist the dictation of the council of their union. The effect of the policy of the union has also been to create a direct class antagonism between the workmen in the tailoring trade, the members of the union calling themselves "Flints," or honourable men, and stigmatizing the non-unionist workmen as "Dungs," or dishonourable men. Secondly, as regards employers, the effect has been most injurious to their interests, as their business was affected. They were put to great inconvenience, great additional expense, and necessarily lost much business. Thirdly, as to trade generally, the effect must also have been injurious correspondingly in those businesses depending upon tailoring.

Questions 5, 6. Witness has a personal experience of the interference in the employers' plans of business by the trades unions in 1866, above referred to, which produced a strike amongst the workmen of a few master tailors, followed by a consequent lock-out by many masters, lasting nine or ten days, and again in 1867, when there was a strike at the dictation of the council of the union against about 90 of the leading master tailors of London. Witness has stated the particulars of this strike. The leading particulars and circumstances of such cases are stated in the answer to question I. 1.

Question 7. According to my observation the effect of trades unions upon workmen has been detrimental as regards their character, since it appears to lead them to the coercion of those who disagree with them, and to their

well-being, by leading them to seek by combination the achievement of magnificent impossibilities to the neglect of the legitimate and certain means of advancement by industry and perseverance.

Amalgamation of Unions.

Questions 8, 9. Witness only knows of one instance in the tailoring trade of amalgamation, which occurred in 1867 between the Provincial Amalgamated Society of Journeymen Tailors uniting with the London Operative Tailors' Protective Association, as mentioned in the answer to question I., 1. Any such amalgamations have, in his opinion, a tendency to increase the evils, as also shown in the answer already referred to.

Question 10. Witness is not aware of the existence of any trades council, and could only imagine it useful in settling differences where both parties might be willing to be bound by its decisions.

International Unions.

Questions 11, 12, 13. With respect to attempts to form an international trades union, witness is not aware of any instance beyond the public reports in 1867, of the co-operation or assistance the journeymen obtained in Paris, Belgium, Geneva, and America, and the attempts then made to form an international combination. Witness has read a report in the public organ of the operative tailors of a speech made by Mr. Druitt, then president of the London Operative Tailors' Protective Association, to the operative tailors in Paris on strike on or about the 11th April 1867, as follows: "With reference to English workmen be assured that no "member of our association will respond to any invitation "that may be offered by the employers of Paris, and that "work discovered in London belonging to any Paris esta- "blishment would be struck to instantly the fact was dis- "covered." And witness has read other speeches of similar import in the public journals.

Amendment of Law.

Question 14. Witness is of opinion that as the law has now been vindicated by the steps which were taken by the master tailors to test the legality or illegality of picketing and intimidation by members of the union, and as the defendants were convicted, the law, in witness's opinion, is sufficient for all purposes, as it will furnish, in witness's judgment, a satisfactory corrective of all such interference in future. The leading statute upon regulating the conduct of masters and workmen is the 6th George IV. cap. 129. The principal defect in the Act in its practical application is that a 10*l.* bail only can be required by the magistrate.

II.—Effect on the Rate of Wages.

Question 1. Witness is unable to state what, with reference to the question of wages, is the aim or policy of the council of such trades unions as have come under his observation, except so far as he can judge from the effect upon employers. In this respect it appears to be to obtain an increase of wages merely by the resolution of the council and the coercion they may be able to command and put upon the masters, without considering either the reasonableness or the policy of the demand.

Question 2. The effect of trades unions on the rate of wages has been once to increase the rate of wages, and necessarily the cost of production.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, would be, in my opinion, prejudicial to the character, skill, and conduct both of good and bad workmen, since it would deprive the former of any incentive to exertion, and relieve the latter from any necessity for it. The effect, however, could not be produced at all under a system of piecework.

Question 5. Witness is not aware that the unions render wages more equable in different parts of the country.

Papers appended to the foregoing Answers.

A.

Circular Letter addressed to the Master Tailors of London by the London Operative Tailors' Protective Association.

"United to support, not to injure."

London Operative Tailors' Protective Association.

At a delegates' meeting of the trade held in Cambridge Hall on Tuesday the 6th inst., it was resolved that this committee should present the following memorial for your consideration, and to request that the advance asked should take effect from Monday the 12th of March:—

Memorial to the Master Tailors of London.

Gentlemen,

We, delegates of the operative tailors of London and its neighbourhood, beg most respectfully to request an advance of one penny per hour on our present rate of wages; the increased cost of living renders this course absolutely necessary, and, impressed with the justice of this request, we submit it to your consideration, feeling assured that your answer will be given with due regard to its equity, and upon a fair consideration of the grounds upon which it is based.

Whilst employers of labour in other trades have granted an advance from an innate conviction of its imperative necessity, we trust that master tailors will evince the same practical sympathy with their employés.

We cannot resist the conviction that as a trade we have been treated with an exceptional want of consideration, which must be deemed unjustifiable, subject as we are to a number of drawbacks totally unknown in other trades; for instance, the men working in shops are practically compelled to have the greater portion of their food in the workshop, thereby increasing its cost; the outdoor workers are also subject to expenses for which they receive no indemnity, having to provide light, fuel, workshops, and messengers, and, in common with indoor workers, have to wait hours, frequently days, unemployed until the various garments in hand are fitted on: this is a practical injustice. Men are expected to wait the convenience of customers calling or that of employers to wait upon them, thus men's time is virtually taken up waiting the leisure of customers or employers, for which they receive no remuneration. These evils, in common with many others, to which we desire to avoid alluding, are perhaps to some extent unavoidable, but it must be conceded that they furnish an indisputable justification for an advance of wages.

In support of our claim we might quote actuaries, physicians, and publicists to prove the unhealthy, harrassing, and unremunerative character of our trade, which makes many seek to escape it by adopting other callings, or by emigration; the emigration statistics last published show that 1,500 tailors left Great Britain within the year. We think we are justified in assuming that if those men had been fairly remunerated at home they would not have left, and when we reflect that it requires a combination of the rarest qualities—ability, persevering industry, combined with almost superhuman self-denial—to realize out of a working tailor's income a sufficient sum to emigrate, we can then fairly estimate the loss to the trade of such a body trained to its requirements, possessing that native ability characterized by elegance, combined with solidity.

In asking an advance of one penny per hour we express the general desire of the trade, and we wish to base that request upon its absolute justice and indisputable necessity. We would prefer to have it conceded upon such grounds than as a reluctant concession to superior argument or convincing statistics, being prepared, if necessary, to discuss the minutiæ of the question. We at the same time desire to avoid protocoling and grievance-mongering as much as possible. In conclusion, we trust it will be borne in mind that we have allowed the dull season to pass without troubling you when the slackness of trade might render our request inopportune; we have now, at the opening of the busy season, to submit our request, hoping it will receive fair consideration, knowing it cannot be deemed unreasonable or ill-timed.

On behalf of the meeting,
Mathew Lawrence, Chairman.

We beg most respectfully an answer to the above at your earliest convenience.

On behalf of the committee,
Mathew Lawrence, President,
Charles Green, Chairman.

"Green Dragon,"
King Street, Regent Street, W.
15th Feby. 1866.

B.

Letter received by the Master Tailors' Association of the United Kingdom.

Manchester, Jany. 5th, 1867.

To the Committee of the Master Tailors' Association of the United Kingdom.

Gentlemen,

At the meeting of your association held in St. James's Hall you expressed "That the object of the asso-

B.
Answers to General Questions.
(24.) R. Lewis.

" ciation be, the interchanged on all matters connected with " the trade generally, the holding of free and friendly com- " munication with the representatives of the journeymen " with a view to the avoidance of strikes!" We, the representatives of the Amalgamated Society of Journeymen Tailors and the London Operative Tailors' Protective Association, fully appreciating and being desirous of meeting you in the spirit and fairness of your resolution do address to you this communication.

At your meeting you generally expressed a desire for a fair time-log to become general in order that the same time be paid for making a garment all over the country irrespective of what amount is paid per hour in the different places. We fully agree with those principles, they being an exact expression of "resolutions" previously come to by the members of our associations. And we have here to request that you appoint a meeting with us to make arrangements for the carrying out of those principles.

Gentlemen, you will see the necessity for having a proper time-log in as concise but still explicit a form as possible; framed to set at rest the many disputes, whether they be in the form of lock-outs or strikes, which have been going on for some considerable time. And in the spirit of your resolution the proposition of such a log, properly considered and agreed to by you, the representatives of the masters, and us, the representatives of the journeymen tailors, will have a tendency to put an end to those painful proceedings called "lock-outs or strikes." We desire it; you in your resolution expressed the same desire, and we trust that you will name an early day when we can arrange for a meeting.

We are, Gentlemen, yours respectfully,
Matthew Lawrence, Chairman,
Peter Shorrocks, Sec.,
on behalf of the Joint Committee of the Amalgamated Society of Journeymen Tailors and the London Operative Tailors' Protective Association.

C.

Circular Letter addressed to the Master Tailors' Association by the Amalgamated Society of Journeymen Tailors and the London Operative Tailors' Protective Association.

London Operative Tailors' Protective Association.

"United to support, not to injure."

To our employers, Committee Rooms, 38, King Street,
Gentlemen, April 16th, 1867.

Of the numerous resolutions submitted to a confereuce of master tailors last year the one most freely discussed, and which found greatest favour as being of vital importance to the general interest of the trade, was that which deemed an universal time-log for the United Kingdom of the greatest necessity. As this necessity has long been recognized by the operatives of the kingdom, their executives willing to act in concert with the masters, who had formed an association, volunteered to take part in the accomplishment of this great work. A message to that effect having been sent to the committee of the masters' association by a joint committee of the London Protective Association and the Amalgamation of England, a reply was received favourable to the proposition, and agreements were accordingly entered into by the joint committee of employers and employed, by which they were bound to freely discuss a "time-log," and in the event of any difficulty arising the two chairmen were to retire, and exercise a power vested in them of calling a third person as arbitrator in the matter of dispute. Such a difficulty occurred, and after two or three adjournments the masters' sub-committee declined to discuss a log in detail, they never having referred the matter to arbitration as the agreements set forth; and they submitted that the only course to which they would consent was, that though they were the committee of the masters' association of the United Kingdom, and had so freely ventilated their opinions on the advisability of a universal time-log, they would only discuss a time-log for London with the representatives of the operatives of the London association alone.

Gentlemen, a time-log being an arrangement indispensable to the present requirements of the trade, we have no other alternative but to present the enclosed log for your adoption. A reply by Saturday next, April 20th, at 2 p.m., announcing your willingness to pay to it will greatly oblige us, and save considerable trouble.

We would respectfully draw your attention to the fact that we do not seek an increase in the rate per hour, but simply the adjustment of the time necessary to realize that which was but a nominal advance.

Signed on behalf of the Amalgamated Society and the London Operative Tailors' Protective Association,
John Adamson, President of the Amalgamated Society.
George Druitt, President of the London Association.
Alfred Bailey, Vice-President of the Amalgamated Society.
William Neal, Member of the Executive Council.
Matthew Lawrence, Acting Secretary.

D.

Copies of Letters received during the Strike.

(Copy of a Letter to a West End Firm.)

Gentlemen,

There is a deep laid system of Blood about to be put in force upon the Firm of the 1st Master Tailors that it can be carried into effect for employing Non-Unionists.

Beware for yr. life & theirs. I am forced at present to hold my tongue, but I cant countenance Blood.

Gnt.
No Murderer Yet.

Saturday.

M. Abrams.

We A Lot of tailors on Strike Are Given to under Stand that you Are takeing our Work under Prise We Write just to Let you know that you had Better Beware for We All Swear to to Be Revendge on you you Ought to Be Ashamed of your Self As We Are All Got familys to keep As well As you Butt We Ave All keeping A Good Watch for you As there is Not A irishman in London What Would do this Except A few Butt We Are A Going to See What We Are Going to do As We Are All desperite Men So you had Better Look for your Life

no more At Present
Men on Strike.

(Copy of a Letter to a West End Foreman.)

Mr.

you nead not think that you are going to keep ununion men to do your work as we are determd to get them all out of work by hook or by crook; they are a mean sperrited lot of humbuggs or they would not work for a shop that is on strike we will spoile you of the lacey——— you have who defie uss at present: one of the men you have got if you do not give him sack on Saturday next we will give him something for him self so you had better get rid of him or by the Living God we will stab and murder him the ——— for letting us at defieence his name is or so you will do well to get red of him as son as posserble or look to it for we mean to have him out first if you do not sack him he shall not do any work for we will hunt him down for his cheak.

i am shour your heart is with the men that air on strike as you must let this man go or we will kill him by God we will and all the others in thear turn we will not let a——— man of them be at work never fear we shall get the day yet and we will give your——— something for all this so gook to this if you want to escape our vengens and sack this man above all others but you must sack all in thear turn or we will know the reysen why.

we will spoil all your men.

E.

Chronological Statement of some of the Commitments and Trials incident to the Strike.

24 April 1867.—John Woolfender, Thomas Seckroyd, and William Gracey, three operative tailors on strike, charged before Mr. Tyrwhitt with acting as pickets and forcibly molesting Ann Newland and searching her bundle when coming out of Mr. Poole's shop, and by intimidation endeavouring to force her to leave her work.

Prisoners ordered to find bail, each 5*l.*, to keep the peace for six months.

N.B.—The case was watched by and bail was procured by Mr. Partridge, the vice-president of the London Operative Tailors' Protective Association.

24 April.—John Clarke, a journeyman tailor on strike, charged before Mr. Knox, at Marlborough Street, with acting as a picket, and following a master tailor and annoying him and his workmen in the street.

4 May.—Thomas Lawrence, Thomas Sanson, George

Burns, Benjamin Tolks, and William Mansworth, charged before Mr. Knox, Marlborough Street, with acting as pickets and molesting and intimidating a non-unionist, and sentencedto three months hard labour.

N.B.—Four of the defendants gave notice of appeal. Mrs. Lacy, a sixth defendant, was discharged.

10 May.—William Jelly and John Hall charged before Mr. Knox with conspiring to intimidate Margaret Rattenbury, a tailoress, and committed for trial at the Central Criminal Court.

15 May.—Thomas Geary committed for trial at the Central Criminal Court for conspiracy to intimidate a non-unionist and force him to leave his work, and threatening to knock him (the non-unionist) down wherever they met him.

18 May.—William Turner, unionist, committed for being drunk and disorderly, and annoying John Rogers, another unionist journeyman tailor, who had abandoned the strike and gone back to work, and had ever since been annoyed by mobs led by defendant.

29 May.—Joseph Reardon, a union man, convicted at Marlborough Street, for entering the shop of a master tailor on pretence of getting work, and threatening and molesting a non-unionist while engaged at work. Gave notice of appeal.

29 May.—William Connolly, committed for trial at Central Criminal Court for conspiracy with others to intimidate Joseph Hope and force him to leave his work, and for a brutal assault.

One of the defendants absconded, and a reward of 20*l.* offered by the Master Tailors' Association for information leading to his apprehension.

2 June.—John Oliver, journeyman tailor, residing at Greenwich, charged with desertion of his wife and two children; his only excuse was he had no work, as he was "out on strike." Sentenced to three months' imprisonment.

3 June.—Ellen Meade, convicted of threatening and molesting a non-unionist workwoman to prevent her from working for her employer. The following statement is extracted from the evidence of the prosecutrix:—

"On Saturday last I met the prisoner in Wardour " Street, when she said to me, 'Well, Mrs. Mills, you are " 'doing the dirty work, are you?' I asked her what she " meant, and she said, 'Why, you are fetching work from " 'shops that are on strike.' I asked her if that had " anything to do with her, and she replied, 'Yes, it's " 'all to do with me; it's all such stinking hussies as you " 'who are keeping men out of their work, you stinking " 'cow, and when the strike is over you'll be off, and " 'there will be no work for you. You are a . . . . " 'When the strike is over I will do for you.'"

The prisoner's brother was a journeyman tailor, and a sort of corporal of pickets.

10 June.—Sitting of the Central Criminal Court. The Recorder charged the grand jury as to the law of combinations and strikes.

15 June.—William Jelly, convicted of a conspiracy to intimidate Margaret Rattenbury, who was supporting her children and husband in a consumption by her earnings as a tailoress, and sentenced to six months' imprisonment.

15 June.—William Connolly, convicted of an assault on Joseph Hope, and sentenced to six months' imprisonment.

17 June.—Several charges and committals for intimidation and assault upon non-unionists. These cases were heard by Mr. Knox, at Marlborough Street.

18 June.—James Whelan and Thomas Edwards charged before Mr. Knox, at Marlborough Street, with conspiring to intimidate John Ortziefen, a journeyman tailor, and for brutal assault upon him. Committed for trial at Central Criminal Court.

21 June.—Application to magistrates at Marlborough Street for summonses for conspiracy to impoverish certain master tailors against Mr. Druitt, chairman, Mr. Lawrence, secretary of Operative Tailors' Association, and Mr. John Adamson and several other members of the Amalgamated Society. Six summonses granted by Mr. Knox.

24 June.—Messrs. Druitt, Lawrence, and several other members of the Amalgamated Society of Operative Tailors were committed by the magistrate at Marlborough Street for trial at the Central Criminal Court for the conspiracy charged in the summons.

6 July.—Application of Mr. Coleridge, Q.C., for a certiorari to remove the trials for picketing from the Central Criminal Court to the Court of Queen's Bench. Refused by Mr. Justice Lush.

10 July.—At Central Criminal Court, Messrs. George Druitt and others brought up forr tial, and at their request trial postponed to the following sessions, on a distinct pledge being given by their counsel that the pickets should be withdrawn.

13 July.—The President and Secretary of the Master Tailors' Association summoned before the magistrates at Marlborough Street for an alleged conspiracy to prevent and endeavour to prevent certain journeymen from hiring themselves, and accepting work and employment. Application supported by Mr. Coleridge, Q.C., the counsel for the prosecutors, and dismissed by the magistrate as being totally unsupported by any evidence.

26 July.—James Meagher, a journeyman tailor and active picket, charged before Mr. D'Eyncourt at Marlborough Street, with threatening, molesting, and endeavouring to intimidate John Riley, and thereby to induce him to leave his hiring and work; very violent language used. Prosecutor had some time previously broken his arm, and the prisoner had threatened to break the other arm, and prevent prosecutor ever working again. Sentenced to three months' imprisonment.

The pickets not having been withdrawn, application made to the magistrate for summonses against the new leaders.

17 August.—Messrs. Bailey, Shorrocks, and others committed by the magistrate at Marlborough Street for trial at Central Criminal Court for conspiracy.

21 August.—Trial at Central Criminal Court of Messrs. Druitt, Lawrence, and others. Messrs. Druitt, Lawrence, and Adamson, the leaders of the union, found guilty of conspiracy.

22 & 23 August.—Messrs. Bailey, Shorrocks and 13 others tried, and 12 of them found guilty of conspiracy and picketing.

Dorval Edgeberg tried for conspiring to intimidate, and for a cowardly assault on Isaac Kaiser for working for a shop on strike.

James Whelan and Samuel Edwards tried for a violent assault on John Ortziefen. Whelan found guilty and sentenced to three months' imprisonment.

8 Sept.—Edward McDermott, a journeyman tailor, summoned before Mr. Tyrwhitt, at Marlborough Street, for assaulting John Murphy, another journeyman tailor, who was lame, and threatening to drive a knife through his heart, and striking the prosecutor several times in the face.

The defendant had four other persons with him.

Sentence: six weeks' imprisonment with hard labour.

24 Sept.—James Glyn, John Glyn, and William Glyn, tailors, summoned before the Lord Mayor for threatening, beating, and molesting Jonn Engright, a journeyman tailor.

James Glyn sentenced to seven days imprisonment and the other defendants fined.

21 Nov.—Theodore Medro, a unionist, surrendered in discharge of his bail to take his trial at the Middlesex Sessions for assaulting and dislocating the shoulder of Henry Brunswick, another journeyman tailor and unionist, who had gone back to work.

The cause of quarrel was that Brunswick had gone back to work when he ought to have held out, as he the defendant Medro had done.

(25.) Answers by John Malcolm Ludlow, Esq., Barrister-at-Law.

Introductory Letter.

3, Old Square, Lincoln's Inn,
5th July 1867.

SIR,

I HAVE received from you a series of questions in reference to the objects of the Trades Unions Commission.

Many of them are such as are far more authoritatively answered than I could possibly do it in the evidence taken before the Commission, the reports of the various trade societies, and that of the Trade Societies' Committee of the Social Science Association in 1860, and I have not therefore deemed it necessary to reply to them.

It is now about twenty years since, as a district visitor in a parish near Lincoln's Inn, I first came in contact with the effects of strikes. It is about fifteen years since I first entered into relations with members of trade societies as such, and began really to study the subject. I entered upon it with all the ordinary prepossessions against trade societies, heightened moreover in my own case by the fact that I found a co-operative movement, in which I was deeply interested, thwarted sometimes by the rules of such societies, and generally by the habits of feeling which they keep up.

The result of 17 years' observation and reflection has, however, been to convince me more and more that, among all

II. Answers to General Questions.

(25.) J. M. Ludlow.

the self-evolved agencies in operation within the working class, there is no one which is doing so much to educate the great mass of English working men into the capacity for self-government and the duties of citizenship as the trade society. I say this, not in the least overlooking or wishing to palliate the Sheffield or other trade outrages; hoping, moreover, that as a form of association the trade society be no more than transitory, as being one-sided and insufficient, and embodying only a class interest—but feeling assured that in our present social condition that class interest is one which absolutely needs such protection, and trusting that the effort to carry out the purposes of the trade society under fair legal conditions will lead the working man to larger views, and broader forms of association. I am strengthened in these hopes by the great improvement which I have lived to see in trade societies and their leaders.

I subjoin a list of the principal papers written by me on the subject.

I am, &c.

J. M. Ludlow.

List enclosed in Introductory Letter.

1. "The Master Engineers and their Workmen, three lectures on the relations of capital and labour, delivered at the Marylebone Literary and Scientific Institution." February 1852. 1 vol. sm. 8vo. (pp. 132).
2. "Account of the West Yorkshire Coal Strike and Lock-out of 1858;" in "Report of the Trades Societies' Committee" of the Social Science Association, 1860, p. 11; and see p. 616 (Discussion).
3. "Builders' Combinations in London and Paris," in "National Review" for October 1860.
4. "Trade Societies and the Social Science Association," two articles in "Macmillan's Magazine," vol. III., pp. 313 and 362. 1861.
5. "On the investigation of Trade Differences, and the relative Credit due to the Testimony of the Employer and Employed;" in "Transactions" of the Social Science Association for 1862.
6. "The Social Condition of English Workers judged by French Working Men," in "Good Words" for 1864, p. 874.
7. "Some Thoughts on Strikes and Lock-outs," in "Good Words" for 1863, p 372.
8. "On the Application of Arbitration to Disputes between Employers and Workmen," a lecture delivered at the request of the "Working Men's Club and Institute Union;" published in the "Commonwealth" newspaper, March 17, 24, 31, and April 7, 1866.
9. See also "Progress of the Working Classes, 1832–67," by myself and Mr. Lloyd Jones, in "Questions for a Reformed Parliament" (Macmillan), 1867; and the volume under the same title now about to be issued by Messrs. Strahan.

Besides various publications and papers on the subject of co-operation, which need not be here referred to.

Answers to Questions.

I.—Objects of Trades Unions.

Question 1. In answer to the question whether the institution of trades unions has, according to my experience, tended to facilitate or improve the dealings and relations between workmen and their employers, or the contrary, I should reply as follows: Where the capital in a trade is much divided, and each employer only employs a few workmen, the effect of a trade society may be to render the relations between employer and employed more distant and difficult. The same may be the case even where the trade is concentrated among a few large establishments, as respects some in which the management has long remained in the same hands, and a quasi-patriarchal relation has grown up between the heads of the firm and their men. But in the majority of such instances (of large establishments employing each many men), I believe the existence of a trade society—if the employer has only the good sense to recognize it and deal with it—tends to facilitate instead of disturbing his relations with the men; on the one hand by putting him in contact with those who are generally among the most intelligent, as well as the most influential, of their class; on the other by inspiring confidence in his men when they see him willing to acknowledge their own peculiar organizations. The relations between employer and employed are moreover worst of all in those lowest paid trades and branches of trades in which trade societies do not and cannot exist. And the state of things which prevails whilst trade combinations are prohibited affords strong evidence, both in the past and in the present, that the development of trade societies tends, on the whole, greatly to improve the relations between employer and employed. For instance, the interesting volume of "Rapports des délégués des ouvriers Parisiens à l'Exposition de Londres en 1862," published before the relaxation of the French combination laws, shows a much better state of feeling then between master and man in England than in France; and this result the French workmen mostly trace directly to our trade societies.

Question 2. In the decision of all questions of a general nature between the employer and the workmen, I think the action of the union operates beneficially for the workmen.

Question 3. I can say nothing in respect of the matters mentioned under this question which the Commissioners will not find much more authoritatively stated in the rules of trade societies or in the evidence of their members. The policy of these bodies varies more or less on all the points referred to—*e.g.*, some societies try to keep wages uniform, others to follow the market, &c.

Question 4. With respect to the effect of the policy of trades unions as regards the interests (1) of the workmen, (2) of the employers of labour, (3) of trade generally, it is clear that inasmuch as the policy varies infinitely, the effects must equally vary. My general opinion, however, undoubtedly is, that on the whole the policy of trade societies works for the benefit of the most respectable portion both of the working class and of the employers, and consequently of trade generally. At the same time it is essentially policy of a conservative, I might say tory, character, instinctively opposed to innovation, and one which the working class must, I think, learn to look beyond.

Question 5. Cases have come under my observation in which the plans of business of the employers of labour have been interfered with by or under the direction of a trades union. Wherever there is strike or lock-out, of course the plans of business of employers are interfered with; and so no doubt they are often without either. The received canons of plutonomy suffice to show that an employer seeking to buy his labour cheap must find his plans interfered with by those whose object is to sell it dear.

Question 7. According to my observation, the effect of trades unions on the character and the well-being of the workmen has been, as a general rule, to raise both.

Amalgamation of Unions.

Question 8. In answering the question, What are the advantages or disadvantages resulting from the amalgamation or association of trades unions one with another? a distinction must be made. "Amalgamation" of trade societies is very different from "association." The various branches of the engineering trade are "amalgamated." The various miners' societies are "associated" in the "Miners' National Association;" different trades are "associated" in local "trades councils," or again in the "United Kingdom Alliance of Organized Trades." Amalgamation I consider purely beneficial. By bringing the different branches of a given trade into one organization it gives to the trade at large equableness and fixity, and prevents any general disarrangement through the rashness or selfishness of the members of a single trade. The "association" of the miners' unions is probably only a first step towards amalgamation, and is beneficial in a lesser degree. That of distinct trades in local bodies is also, I think, beneficial, as it tends to ponderate the different interests, often quite opposite, which they represent, and thus to give greater largeness of view to all, and, like amalgamation (though by no means so efficiently as the latter), to avert and moderate collisions. The association of trades on a national scale has been more than once attempted, and has hitherto failed. Its effects appear to me more doubtful, owing to the want of knowledge of each other's circumstances which must prevail among societies connected by no tie either of business or locality.

Question 9. A distinction must here again be made. In the true "amalgamated" societies, as those of the engineers, carpenters and joiners, &c., there is no "proximity or remoteness of the unions so amalgamated," there being no individual unions, but simply local "branches." The extension of these throughout and beyond the United Kingdom seems to me purely beneficial, since it enables the society to overlook a wider field of employment, and to regulate more scientifically and effectively its department of the labour market. The same applies, in a lesser degree, to any looser federation of unions in a single trade. In the case of an association of unions of different trades, I have already indicated in my reply to the last question that I do not feel at present much confidence in those of a national character. At the same time such experiments are highly interesting, and must be valuable in educating the working class.

Question 10. This question—namely, In what way does a trades council operate beneficially or otherwise for the work-

men or employers?—is replied to in effect above. I must say generally that I believe in almost every case it depends on the good sense and good feeling of the employer to make any working class organization beneficial to him or the reverse.

International Unions.

Questions 11–13. The Commissioners will probably be able to obtain the best information on the matters referred to in the questions relating to "international unions" from Mr. George Odger, or some other member of the "International Association of Working Men."

Amendment of Law.

Question 14. The points in which the present law relating to combinations among workmen or their employers is defective are so admirably pointed out by Mr. Godfrey Lushington, in his essay on "Workmen and Trades Unions," contained in the recently published volume of "Questions for a Reformed Parliament" (Macmillan), that I cannot do better than simply refer to it.

Question 15. The main amendment I should propose is the direct legalization of trade societies, *e.g.*, under the Friendly Societies Acts. I urged this more than 15 years ago, lecturing on the engineers' strike of 1852; and I am more convinced than ever that the interest of the public, still more than that of the working class, imperatively demands it. It is next to impossible to conceive of the growth, still more of the perpetration of the system of outrages recently unmasked in a few trades at Sheffield, had the societies in question been legally acknowledged bodies, with registered rules containing proper provisions as to accounts. The minor offence of rattening is simply a substitute which has been found locally effective for that county court process which the law withholds in this special case, as a remedy for the breach of contracts to pay money. It would disappear of itself if trade societies were brought within the pale of the law. Apart, however, from all question of outrages, I believe it is a positive danger to society, and tends to bring the law into contempt, when vast organizations, like our great amalgamated societies, are kept at once out of its grasp and out of its protection.

I am, however, clearly of opinion, as I have more than once stated in print, that when trade societies shall have obtained a full legal status, and when tribunals of adequate jurisdiction shall have been established for the settlement of trade differences, society will be entitled to make strikes and lock-outs penal, as well as to extend the civil remedies of persons aggrieved by them. Till then, I think these conflicts, arising out of causes which the law professes itself unable to grapple with, cannot be put down, except through the good sense of the classes concerned.

II.—Effect on the Rate of Wages.

Question 1. The aim or policy of the council of such trades unions as have come under my observation, with reference to the question of wages, has been very various, as stated already in reply to question I. 3.

Question 2. A few instances may perhaps be quoted in which an unsuccessful strike or a badly managed union has helped to lower wages. As a general rule, however, I have no doubt that the effect of trades unions is to keep them up.

Question 3. This question ("What, in your experience, is "the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, on the "character, skill, and conduct of such workman?") seems almost a purely theoretical one. The object of trades unions generally is not to "fix a uniform rate of wages, without reference to the merits of the individual workman," but to fix a *minimum* rate, which the employer at once for the most part tries to turn into a *maximum* one. Between these two opposite tendencies, the money-rate of wages undoubtedly often does become nearly uniform. Practically, however, extraordinary abilities always in the long run command a special price, amongst working men as amongst other classes. Fees are supposed to be uniform in the legal and medical professions, and yet there is a point of professional eminence at which they become individual. But even below this point, the nominal uniformity of remuneration is made up for in great measure to the pre-eminently able by certainty of employment, and by their having the pick of the market. Practically, therefore, I do not think that a uniform rate of wages or remuneration, which is seldom more than nominal, has any appreciable effect in the long run on the improvement or deterioration (see question 4) of labour or skill, whether in trades or professions.

Questions 5, 6. I have no doubt that the unions render wages more equable in different parts of the country, and this they do through their whole machinery of publicity, counsel, and (if necessary) action.

Question 7. The degree of encouragement which the governing body of a union gives to the transfer of labour depends in great measure on the wisdom with which the society is managed. The great amalgamated societies keep their members constantly *au courant* of the local fluctuations in the labour market. Most societies give allowances to their members on tramp, or as it is now generally termed, "travel." Some have an emigration fund.

Question 8. This question ("Is it the case, according to "your experience, that workmen quitting a part of the "country where work is slack are readily admitted to a "union in another part of the country, or allowed without "interference of any kind to obtain employment there?") seems grounded on an imperfect apprehension of the usual facts of the case. In terms it only seems to embrace that of a non-society man migrating to another town. But this is unfrequent. Society men have by far the greatest facilities for migrating. Most societies are by this time either national or extend over large areas within which the men may pass without difficulty from branch to branch, finding everywhere friends and recommendations. The non-society man, on the other hand, depending entirely on his personal relations, if respectable, seldom migrates. A non-society man migrating to another town, and applying for admission to a union, would therefore at first be open to some suspicion; but as every union is strongly interested in bringing in all really respectable non-society men, he would no doubt be readily admitted as soon as such suspicion was removed. If he sought employment without joining the union, he would obviously be placing himself in competition with its members; and whether he would be interfered with by them would depend upon many various circumstances. As a general rule, I do not think that trade societies interfere with the employment of non-society men while there is work for all. Of course if a non-society man displaces a society man, they do not likeit. Equity men and common lawyers do not form separate trade societies, but each group generally grumbles if some piece of preferment usually allotted to the one group goes to the other. And if the one group paid heavily a self-imposed taxation from which the other was free, I suspect there would be a good deal of "interference" on the part of the taxpaying group with any member of the non-taxpaying one who should oust a taxpayer.

Question 9. I do not know that I understand this question. If I do, I have answered it in my reply to the last.

III.—Strikes and Lock-outs.

Question 1. The strikes or lock-outs which I have more particularly studied are, the engineers' strike and lock-out of 1852; the West Yorkshire coal strikes and lock-outs of 1858; the London builders' strike and lock-out of 1859–60; and to a somewhat less extent the later North Staffordshire ironworkers' strike and lock-out. Many others, however, have come under my notice more or less cursorily.

Questions 2–19. I could state nothing in reply to these questions which the Commission may not learn more authoritatively from other sources. It will be sufficient for me to refer, as respects the three first conflicts above mentioned, to the Report of the Committee on Trades Societies of the National Association for the Promotion of Social Science, 1860; and as to the last, to the articles written by and in reply to Mr. Frederic Harrison in the early numbers of the "Fortnightly Review."

Question 20. I believe the greater number of strikes during the last ten years have been to some extent, even where not completely, successful. I saw some years back a remarkable list of successful strikes during two years, among, I think, the stonemasons. The carpenters and joiners, miners, &c. could give similar information to the Commission. I cannot, however, help adding that employers generally manage to appear as if they had the best of it in such conflicts, by loudly trumpeting forth any concessions, perhaps very trifling ones, made by the men, when perhaps they have made most important ones on the substantial points in issue.

Questions 21–26. These questions must be capable of being replied to more authoritatively by others.

IV.—Effect on Trade.

Question 1. I believe the effect of the interference of trades unions is to act as a drag upon excessive competition, reckless speculation, and over-production; and that, therefore, allowing for occasional wrong-headedness, oppression, and, in a limited number of cases, violence, the action of such societies is in the main wholesome and beneficial to the manufactures and trade of the country.

Questions 2, 3. I have no doubt that instances in which capital, in consequence of a rise of wages enforced by a strike or the threat of a strike, has been withdrawn from

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the branch of industry in which the strike occurred, will be quoted to the Commission. I believe the cases are far more numerous in which *labour* has been withdrawn from the country in consequence of an unsuccessful strike or successful lock-out, or simply on account of that insufficient remuneration, or those unhealthy or galling conditions of labour, which the trade society seeks to remedy; and I much regret to find that this aspect of the subject seems to have been wholly overlooked by the Commission in their present series of questions. The emigration of working engineers to Australia after 1852, for instance, and the growth of Australian engineering, form a case in point.

Question 4. I really fail to understand this question, whether it is meant to apply to the particular case referred to in question 2 or generally. Of coursei f capital is positively withdrawn from a trade in consequence of a strike, the amount paid within a given period after such strike must be less than was paid within the like period before. On the other hand, if capital is not withdrawn, but on the contrary wages are raised through a strike, it stands to reason that the total amount of wages paid must be greater within the same period. A judicious strike mostly pays itself—*i.e.*, its cost, both in money spent and wages foregone, amounts only to a moderate price for the increased wages or other advantages obtained. Some strikes are of course wholly injudicious.

Questions 5–8. With the general spread of civilization, an increase of foreign competition is necessarily to be expected. Trade, like water, seeks its level, and where labour, goods, or money-capital can flow into a dearer market they do so. Personally the only instance of the practice of having work executed abroad which I know is that of watchmaking; Swiss works are now not unfrequently inserted in English cases (the lever excepted, which is of better temper in England). The practice is, I believe, owing to greater habitual delicacy of workmanship among Swiss watchmakers, but I believe it rather tends to contract the former demand for Swiss made watches than otherwise.

Questions 10, 11. Till the crisis of last year English capital flooded the world, and it would be quite superfluous to specify instances in which capitalists have sought foreign investments for their money. The object of such transfers has been of course to obtain a larger return for their money than they could at home. If indeed by capitalists the Commission only mean "employers" I must insist that in my judgment the instances in which English employers have transferred their capital to establishments out of the country are far more than counterbalanced by the enormous emigration of skilled labour from this country, especially to the United States.

V.—Courts of Arbitration.

Question 1. It is in my opinion most desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes between employers and workmen.

Question 2. I think the scheme of Lord St. Leonards's bill of equal numbers of masters and workmen, with an elected chairman unconnected with trade, a good one; but that bill does not define the two classes, so that it is impossible to tell whether persons who are at once employers and employed are to reckon as masters or workmen; and it is also in my opinion unjust, in requiring of the master only six months' residence, but of the workman seven years' labour. The French law is fair upon this point, and requires exactly equal conditions from both classes.

Question 3. I do not know of any kind of questions or matters in dispute between employers and workmen which could not be advantageously determined by such courts; in particular I think they should have the power to declare and by mutual consent to fix a rate of wages. In thus acting they will simply, on behalf of both parties to the bargain, do that which the ironmasters' quarterly meetings, for instance, do habitually on behalf of one only.

Question 4. I should propose that the jurisdiction of such court be compulsory at the instance of either party, but with provisions against their being used by criminals or dishonest persons to screen themselves from punishment or from the payment of damages. I wish, however, distinctly to say that the efficient working of these courts generally, and especially that of their compulsory jurisdiction, depends, in my opinion, almost entirely on the legalization of trade societies.

Question 5. I think the jurisdiction of these courts with respect to the matters within their jurisdiction should exclude the jurisdiction of the ordinary courts of justice, except, as before pointed out, in cases where the criminal law has been infringed, or where adequate damages could not be obtained in the courts in question.

Questions 6, 7. The circumstances of different trades vary so much that (at first, at all events) I think Lord St. Leonards's bill is right in providing for the establishment of separate councils in separate trades. I think, however, that through the perfecting of the organization of trade societies, on the one hand, and through the operation of these courts on the other, we may look for a gradual assimilation of the conditions of trade, in at least large groups of employments, which would obviate the necessity for the extreme multiplication of such courts. In the meanwhile I think it would be advisable to give any number of courts power to sit together whenever they thought fit, or at least as a court of appeal from the decisions of one of them.

Question 8. Regularity of working could only be obtained in such courts by sittings at fixed times, but there should also be power to call the court together specially on emergencies.

Question 9. The question of the defrayal of expenses of such courts is a very difficult one. Lord St. Leonards's bill seeks to raise the whole expenses by means of fees to be paid by the parties to the proceedings. This may be fair as respects differences of a purely individual nature; it is clearly not so as regards any difference affecting the whole body or any large portion of the workmen in a trade which might lead to a strike or lock-out; then if such a result is avoided by having recourse to the court, the whole community, at all events of the town in which the difference arises, is benefited, and ought to pay for the benefit conferred. Nor must it be overlooked that questions of the former class are very apt to slide into the latter. Perhaps the best plan would be to allow town councils and other local authorities to defray at least a portion of the expenses, and to charge them upon the rates. The expenses, I must add, ought to include a fair remuneration to the workmen arbitrators, if not to those of both classes.

Co-operative Societies.

Question 10, 11. I have had some considerable experience of the working of co-operative societies, especially industrial ones. I think that such societies, both for consumption and production, are of great advantage to the working classes, but that the latter in particular, when judiciously carried on, bear results, both economic, social, and moral, such as no other form of industry with which I am acquainted can produce.

Industrial Partnerships.

Questions 12, 13. I think the industrial partnership, in which profits beyond a certain margin are divided between capital and labour (but of which I do not consider the establishments of Messrs. Briggs or Fox Head and Co., which are mentioned in question 12, typical instances), is very valuable, especially as a transition form towards purely co-operative production. The chief difficulty in the way of the successful working of such industrial partnerships seems to me to lie in the different footing and mutual class distrusts of the capitalists and of the workmen partners, in the provisions which will be introduced into the rules and the efforts which will be made in practice by the former for retaining a supremacy over the concern, and in the struggles of the workmen partners to obtain a share, or a greater share, in the management, and eventually in the profits.

Amendment of Law.

Questions 15, 16. The law of partnership is, I think, defective still on two points as respects these societies: 1st, that it seems not to allow the giving of profits to customers who are not members, on the plan followed by several co-operative stores, and now by the "Industrial Partnership of Clothiers;" 2nd, that mining and banking are excluded from the operation of the Industrial and Provident Societies Act.

(26.) Answers by Mr. William Morris, Stansfeld Mill, Halifax.

I.—Objects of Trades Unions.

Question 1. The effect of trades unions is to give a power to labour as opposed to employers, the effect of which depends greatly on the moderation and judgment of the union, also upon the state of trade for a sufficiently long period for its effects to be experienced. If the trade is active the union is powerful; if depressed, the power of the union is very greatly weakened. The present extension of trades unions and their combinations at home and internationally threaten to develop evils not hitherto felt, and which certainly will imperil the manufactures and trade of the country.

Question 2. The leading question between the employer and the workmen in the decision of which I think the action of the union operates beneficially for the workmen is the limitation and regulation of overtime.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under my observation has been, with respect to wages, to raise them; with respect to the hours of labour, to limit them; with respect to apprentices, to restrict their number; with respect to piecework, to prevent it; with respect to overtime, greatly to reduce it, and wisely where it might be carried to the point of exhaustion of the workmen—injuriously where it is done for the purpose of dividing the work amongst others; with respect to the employment of non-union men, to interfere with it; with respect to the employment of unskilled men on machinery, to prevent it when they can.

Question 4. According to my experience of the effect of the policy of trades unions on workmen, the balance of effect is injurious to the skilful and extra industrious workman, and to bring about a dead level of mediocrity. In other respects the effect of unions is to control the needful freedom of action of masters, and to act injuriously to trade.

Question 7. According to my observation, one effect of trades unions has been to give workmen a greater sense of independence, probably favourable to manly character. In favoured trades unions have increased the rate of wages.

Amalgamation of Unions.

Question 8. In my opinion the amalgamation or association of trades unions one with another would create a sense of power which is not likely to be regulated with sufficient moderation or guided by the necessary intelligence to be confined within proper limits, and might therefore threaten to be highly unfavourable to capital unless controlled by the counter combination of employers. This latter course is daily becoming more needful and probable.

Question 9. I think that the advantages and disadvantages of amalgamation would be affected in a very slight degree by the proximity or remoteness of the unions amalgamated.

Question 10. A trades council establishes a tyranny over individual workmen by the power given through combination to an active clique, and stifles all independence of action amongst the workmen.

Amendment of Law.

Question 14. The present law relating to combinations among workmen or their employers is defective in respect of the protection given to the dissentient or non-unionist workmen from persecution, either physical, moral, or pecuniary.

Question 15. The amendments which I would propose would provide greater clearness in the law in defining breaches of contract and their illegality, more certain penalties for the breach of them, and a public prosecutor to do that for the protection of the injured workman which he either cannot or dare not do himself.

II.—Effect on the Rate of Wages.

Question 1. The aim or policy of the council of such trades unions as have come under my observation has been, with reference to the question of wages, to increase them.

Question 2. The operation of trades unions has most probably increased the total amount distributed to special favoured trades, but it has not benefited in anything like the same proportion the amount received by each individual workman.

Questions 3, 4. A uniform rate of wages does as much harm as it does good.

Question 5. It is the case that the unions render wages in some branches of trade—such as the building trades—more equable in different parts of the country.

Question 6. They are instrumental in effecting this object by regulating the supply to the demand.

IV.—Effect on Trade.

Questions 5, 6. It is within my knowledge that in some of the branches of industry of this country there has been of late years an increase of foreign competition. There is now a large consumption of worsted goods, and of a limited quantity of worsted yarns, the manufacture of France; and also of worsted goods from Germany; this is to be attributed to the French treaty and the present freedom of trade.

V.—Courts of Arbitration.

Questions 1, 2. With respect to courts of conciliation or arbitration, for the settlement of disputes between employers and workmen, I think that the experiment ought to be made on a limited scale, say in two or three important branches of industry, of a mixed court of employers and employed.

Question 3. Such a court might advantageously determine all questions in which a difference may arise betwren master and and workman

Question 4. I should not propose that the jurisdiction of such a court should at first be made compulsory; or both plans might be tried in analogous trades.

Question 5. The jurisdiction of these courts with respect to the matters within their jurisdiction should not at first exclude the jurisdiction of the ordinary courts of justice, until experience had been gained of the working of courts of arbitration.

Questions 6, 7. The courts would require to have special knowledge of the questions under consideration, and therefore one court having jurisdiction to settle disputes arising in all branches of industry would be scarcely competent to adjudicate on all subjects. The better plan would be that the court should, in each case, be composed of employers and workmen belonging to the branch of industry in which the dispute had arisen.

Question 8. I should propose that the court should, as the first experiment, be summoned specially on each occasion when a dispute had arisen in which either party claimed its intervention.

Question 9. The expense of such courts should be borne by fees from the litigants.

Co-operative Societies.

Question 11. The opinion I have formed with respect to co-operative societies is that they are beneficial both to masters and workmen.

Industrial Partnerships.

Question 12. In my opinion, industrial partnerships such as those of Messrs. Briggs and Messrs. Head are benefical to the men, but I would not sacrifice my freedom of action by adopting the system in my mill.

Question 13. There are difficulties in the way of the successful working of such industrial partnerships. The functions of the capitalist and the workman are distinct, and great complexity would arise from adopting the plan with all the workmen. It is more practicable and reasonable to extend and confine it to heads of departments.

Amendment of Law.

Question 15. The present law of partnership is certainly such as to allow the experiment of industrial partnerships and co-operative societies to be fairly tried.

(27.) Answers by Messrs. Pease, Hutchins, and Co., Middlesbrough.

I.—Objects of Trades Unions.

Question 1. So far as our experience is concerned, the institution of trades unions has decidedly not tended to facilitate or improve the dealings and relations between workmen and their employers.

Question 2. We consider the direct effect of unions is to benefit the workmen for the time being by keeping up an artificially high rate of wages, but in the end the result is that trade is diverted into other channels, causing a falling off in the demand for labour.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our observation has been, with respect to wages, to secure a uniform rate, and to obtain advances whenever practicable by bringing the whole power of the union to bear upon individual firms; and with respect to piecework, to make a constant endeavour to restrict the earnings of the more competent men. With respect to the employment of non-unionists, we know it to be the policy of the ironworkers' union to object to its members working with non-union men. Well-known union officials have threatened to withdraw all union men from our employment if we continued to employ men who did not belong to their society.

Question 4. According to our experience, that policy has tended to demoralize the workmen and to cause dissatisfaction among them, has been highly injurious to the employers of labour, and has tended to the disorganization and ultimate destruction of trade.

Amalgamation of Unions.

Question 8. In our opinion no advantages would result from the amalgamation or association of trades unions one with another.

Question 10. A trades council operates injuriously through interfering between employers and employed.

Amendment of Law.

Question 4. We do not consider that it comes within the province of the law to interfere with the workings of unions as at present established, nor do we think that unions have any right to expect legal protection.

II.—Effect on the Rate of Wages.

Questions 1, 2. The aim or policy of the council of such trades unions as have come under our observation has been to increase wages and to shorten hours of labour, and in effect the unions have tended to accomplish these objects.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is to withdraw all inducement from a man to exert himself in endeavouring to better his position; and the tendency of a rate thus fixed is to the deterioration of workmen generally.

Question 5. We think it is the case that the unions render wages more equable in different parts of the country, but they do so without regard to circumstances.

Question 6. They are instrumental in effecting this object by combined action and undue force upon employers.

Question 8. According to our experience, workmen quitting a part of the country where work is slack are readily admitted to a union in another part of the country if they are unionists or are ready to join the union; if they are non-union men they are not allowed to obtain employment without interference.

Question 10. We know that the policy of the union is to prevent men meeting the employers at all; but if any men should obtain employment, pressure of every kind is brought to bear both upon them and their employers to secure the workman's admission to the union, or his discharge from employment if he refuse to join.

III.—Strikes and Lock-outs.

Question 1. We have been engaged in business three years, and during that time our works have been entirely closed about nine months through strikes and lock-outs, and partially closed from same causes for several months more.

Question 2. The strikes which have taken place were twice on account of wages. One entire strike was on account of a dispute as to quality of iron There have been partial strikes too numerous to mention, apparently organized for for the sake of striking.

Question 3. The object immediately aimed at by the persons engaged in the strikes has been resistance to the reduction of wages.

Questions 4, 5. The longest single strike we have had lasted nearly seven months, when the men returned to work at considerably lower wages than those originally proposed by the employers, on account of further depression of trade.

Question 6. The number of men concerned in this strike was 300.

Question 9. We know that many contracts were given up, but we do not know of any establishment being permanently closed *entirely* from this cause.

Question 10. The main question at issue in the strikes was reduction of wages, which we believe the men were instructed to resist in spite of great depression of trade.

Question 11. The strikes were organized by the men in the union, under the direction of their leaders.

Question 13. The allowance to each workman on strike or lock-out was, we believe, 2*s.* 6*d.* per week as an average.

Question 14. These allowances were defrayed by subscriptions from small shopkeepers and publicans, and by grants from other trades unions.

Question 15. There were not within our knowledge any instances of intimidation or molestation of workmen not taking part in the strike.

Question 16. With respect to instances of loss suffered by the persons engaged in the strike at the hands of their employers, we believe that a few of the ringleaders of the strike lost their situations.

Question 18. Trade at the time of the longest strike was in an extremely depressed state, and the few orders that were obtainable were driven into other districts in consequence of the strike.

Question 19. The effect of the strike on other branches of trade dependent on the branch in which the strike occurred was to produce stagnation.

Question 20. We are not able to state, with respect to the strikes during the last ten years, what number of them in any one or more branches of industry succeeded in gaining the immediate object aimed at, and what number failed.

IV.—Effect on Trade.

Question 1. So far as our experience has extended, the effect of the interference of trades unions on manufacturing operations and upon the trade generally has been very injurious.

Question 5. It is within our knowledge that in some of the branches of industry of this country there has been of late years a very considerable increase of foreign competition.

Question 6. This has been the case in the iron manufacture, and is partly to be attributed to the labour question.

Question 9. We have recently closed our French agency, as we found it useless attempting to compete with French manufacturers.

Question 10. We are not aware of any instances in which capitalists have transferred their capital, or any portion of it, to the Continent.

V.—Courts of Arbitration.

Question 1. We do not consider that any great advantages would result from the establishment of courts of arbitration or conciliation, composed of employers and workmen, for the settlement of disputes.

Co-operative Societies.

Questions 10, 11. We have not had any experience of the working of co-operative societies, but we believe great good might result from them if properly managed.

Industrial Partnerships.

Question 12. We do not consider that the industrial partnerships established by Messrs. Briggs and Messrs. Head are sufficiently matured to enable us to form a correct opinion.

Amendment of Law.

Question 15. So far as we know, the present law of partnership is such as to allow the experiment of industrial partnerships and co-operative societies to be fairly tried.

(28.) Answers by Mr. John Robinson, Engineer of the Atlas Works, Manchester.*

I.—Statement in reply to Questions.

Objects of Trades Unions.

My conviction from an experience of at least 25 years is, that the relations between workmen and their employers in the engineering trade have been much disturbed by the existence and extension of trades unions.

Before the great strike and turn-out of 1852 I knew almost every man at the Atlas Works by name and appearance, from their having continued steadily in the service of the firm for a very considerable number of years. The struggle of 1852, ending in the discharge of all the workmen, and the refusal to re-admit them without their signing a declaration that they were not members of a trades union, brought in a new set of hands who gradually joined the unions, and since then the bond between employers and employed has been much relaxed, since the employers feel that in dealing with their workmen they cannot expect confidence or decision, so long as the results are directed by irresponsible committees, personally unknown to the employers, and therefore beyond the reach of any moral or social influence which might be brought to bear upon the men, if they held the simple relation of employed to employer.

I have always declined in any way to recognize the existence of a club for trades union purposes, as I have held, and still hold, the opinion that they exercise a bad influence on the men, and consequently on the trades which they seek to regulate.

Regulation of the Rate of Wages.—The minimum rate of wages being fixed for a certain district by the committee of the union, all men not able to obtain that rate, if members, are liable to be fined, and so the inferior workmen is in this respect punished for his inferiority, but on the other hand the clever, persevering, and industrious workman is prevented from gaining the advantages due to his skill, because the employer well knows that if he is advanced in pay, in proportion to his abilities, an application for a similar advance from all the men in the same branch of the trade would sooner or later follow.

Limitation of the Hours of Labour.—The limitation of the hours of labour, if followed by no similar reduction of wages, is simply another way of gaining an increase of pay, and it has in my opinion a most serious influence upon the British manufacturer in the presence of foreign competition, inasmuch as it is even more easy to reduce wages when trade is bad than to increase the number of working hours under any circumstances, and so the foreign competitor, having no such restriction, has cheaper labour, and a larger amount of work produced per annum, for a certain amount of capital invested, and fixed charges incurred, than the British manufacturer.

Restriction on the Number of Apprentices.—Restriction on the number of apprentices employed serves two ends in the trades union point of view; first, it tends to secure that men shall be paid for work which could be done by boys at a cheaper rate; and, second, it prevents the admission into the trade of too many competitors. In this matter labour should, in my opinion, be perfectly unfettered; any boys able to procure work should be admitted to a trade, and the demand for labour should be left to regulate the supply of operatives.

Piecework.—This mode of working has been objected to by the unions for fear of getting too much work done for too little money, or in too short a time, and to prevent inferior and idle workmen being placed at a proper disadvantage by the skill and exertions of the more active workman.

In my opinion piecework is the fairest mode of securing the payment of a workman, in proportion to his skill and industry, since it is easier in our business to watch the quality of work produced than to watch the efforts of every workman in the establishment, and I see no difference in principle between my being bound to make a locomotive engine for a sum fixed beforehand and a workman being bound to produce a certain part of it at a price fixed beforehand; the profitable result to each depends upon the amount of exertion used in executing the work.

Overtime.—When, as in our trades, almost all our productions are made to order, and contingencies arise preventing their completion at the anticipated time, it becomes almost a necessity to have the power of working overtime, in order to catch a vessel, or to prepare for the opening of a railway, or to anticipate the closing of a northern navigation. Should overtime be entirely stopped the English manufacturer will be in a worse position to meet foreign competition than now, for the reasons given already against the limitation of the hours of labour.

I am averse to systematic overtime, but I find that when trade is brisk it is sometimes difficult to retain skilful artisans in our service unless they are allowed to work overtime, since they are anxious to get all the money they can when opportunity offers.

Employment of Non-union Men.—In large establishments the unions almost always succeed in preventing the employment of non-union men, because, when a foreman wants an additional hand, he generally asks some of his men if they know a good one: application is then made at the club room, and one of the members out of work or in receipt of inferior wages is recommended for the job, and probably succeeds in obtaining it, to the exclusion of a non-union man of equal or greater ability.

It is becoming more and more the practice to prevent union men from applying for work at the large shops, lest the appearance of a number of men seeking work at the doors should produce the impression that workmen are more plentiful than work, and so lead to a reduction in the rate of wages.

Employing unskilled Workmen on Machines.—The dismissal of all unskilled workmen, *i.e.*, all workmen not mechanics by trade, was attempted to be enforced in December 1851, but as the unions at that time were unable to accomplish their object, in consequence of the opposition of the employers, men and boys not members of the amalgamated societies have since been allowed to work planing machines, drilling machines, boring machines, shaping machines, slotting machines, screwing machines, &c.; but these men so employed have been induced to form another society with objects similar to other trades unions, and doubtless to league with them whenever occasion requires. Men of this class are as capable of producing as good work by the use of the machines they are employed upon as "mechanics" who have served their time at turning or fitting could do, and of course at a cheaper rate.

Effects of Policy of Trades Unions.

I do not believe that these unions have done much on the whole to advance the rate of wages in their respective trades, but I have a very strong conviction that their tendency is to diminish the amount of work produced for a given sum paid in wages, and so to increase materially the cost of the production of labour. In many isolated instances the threat of all the men leaving a shop together has no doubt induced the employer to give an advance of wages rather than close his works, but in such cases he feels wronged, and takes the first opportunity he can to regain his former position.

I hand in a table (see *post*, No. II. p. 133), showing the relative rates of wages paid to the various classes of operatives at the Atlas Works in 1851, and from 1861 to the present time, and I think it will be admitted that the gain generally has not been greater than that obtained by agricultural labourers and cooks and other domestic servants during the same period, though there has been no such union amongst them.

In consequence of the trade union regulations the clever, industrious, man suffers because he cannot obtain from his employer a higher rate of wages than an incompetent man in the same trade, since if the employer gave him an advance every other man in the same branch would feel discontented until he obtained a similar rise.

Abolition of Piecework.—The abolition of piecework is sought for the same reason, lest by its adoption more work should be done in a given time than the trade committees think prudent, and it is therefore sought to debar the skilful workman from exerting the powers which nature and education may have given him, and thus all stimulus to exertion is removed until the man is demoralized and sinks to the level of his fellows.

By shutting out non-union men from employment a monopoly of the trade in the hands of their own members is sought by the unions. It is allowed on all sides that this would be inexpedient for the interests of trade generally, and if so would ultimately prove detrimental to those of the workman.

Skilled Labour on Machines.—The retention of machines such as I have just mentioned in the hands of skilled artisans, members of the trades unions, is sought with the

* The answers sent in by Mr. Robinson have been put into the form of a statement, and in this form they have already been printed with the oral evidence given by him (*Tenth Report*, p. 55). The statement is reprinted here, together with the other Answers to Questions.

E. Answers to General Questions.

(28.) John Robinson.

same object as shutting out non-unionists from employment on such machines, and would result in an unfair monopoly by members of the unions.

The interests of the operatives, in their ultimate development, are identical with those of the employers, inasmuch as if the restrictions on labour sought to be imposed by the unions result in increasing the cost of the products of their labour to such an extent as to allow foreign competition to obtain orders, whether in their own, our own, or in neutral markets, the country loses the trade, and the workman his share of the wages which might otherwise have been his.

The employer, having taken large contracts, is often met by the workmen, who having learnt his position, with a demand for an advance in wages, so that the rates calculated in his estimates have to be exceeded, and he becomes to that extent the loser. In future, therefore, he tries to protect himself against this risk by seeking a larger rate of profit to cover contingencies, and probably thereby loses the contract for himself and his workpeople.

If because of the limitation of the hours of labour the employer asks a certain period for the accomplishment of the work which he tenders for, while a foreigner, unrestricted by such limitation, offers a shorter time, he may in like manner lose the work for himself and his operatives.

Number of Apprentices.—The restriction in the number of apprentices simply obliges the manufacturer to employ mechanics at from 25*s.* to 35*s.* per week upon work which to a considerable extent boys paid at the rate of from 7*s.* to 20*s.* per week could do as well, and so the cost of his productions is unduly increased, and he is less able to compete for contracts than his more fortunate foreign competitors.

Abolition of Piecework.—The abolition of piecework I look upon as another mode of keeping down the skilled and industrious workman to the level of the idle, incompetent, and careless one, since a good man working by the piece simply earns a higher amount of wages in a week than an indifferent man, and in exact proportion to his ability and industry, but if hindered from doing so his employer as well as himself is prevented from reaping the advantage of his superior skill, and so from producing the work at the lowest possible price.

Effects of Policy as regards the Interests of the Employers of Labour.—The restriction on the employment of non-union men removes from the wages competition all men included under that description, and so the employer is prevented from going into so large a labour market as would otherwise be at his command. If he were at perfect liberty to select any workman he chose, the probability would be, not that the wages would fall, but that more and perhaps better work would be produced in a given time.

The same observations would apply to the employment of artisans on machines, except that the wages do not and would not rise so high for that class of labour as they do for that which is more distinctively "skilled."

Effects of Policy as regards the Interests of Trade generally.—The result of all these restrictions sought to be imposed upon workmen is, that trade is driven from those neighbourhoods where the unions are strong to those where they are less active; as from London to the Clyde, Leeds, or Newcastle; but worse than this, that formerly, when these restrictions were less oppressive, England supplied certain kinds of machinery, for instance locomotives, to France, Germany, Austria, Holland, Russia, Italy, Spain, and other European countries; whilst now France, Germany, and Austria, not only supply their own wants, but have become important competitors with us in Russia, Spain, Italy, Egypt, and even in India and in England herself, and as a palpable result of this competition I have to state that during the past two years 40 locomotives have been ordered in France for an English railway, of which 15 have been delivered according to specification, and are reported to be equal to the average standard of English make, and that for one of our Indian railways 20 locomotives have been orderd from Wurtemberg, and 10 from Switzerland, all of which are in course of delivery, so that the employers of England are certainly not beyond the reach of the competition of those countries to which they were formerly exporters of similar articles.

The export also of workshop tools to France, Germany, Austria, and Belgium has much diminished since these countries have formed the means of manufacturing these machines for themselves.

The table which I hand in (see *post*, No. III. p. 134), shows the enormous progress in our exports of machinery and engines exhibited by comparing the six years included from 1855 to 1860 with those from 1849 to 1854, while from 1861 to 1865 the increase has been very inconsiderable.

Effect of Trades Unions on Character of the Men.—My opinion of the effect of trades unions on the character of workmen is, that as they are compelled when joining them to submit to a great number of restrictive rules regulating the rates of wages, amount of work to be done per diem, obligation to leave work when called upon by the club, discouragement to work piecework, contributions to maintain men out of work for trades purposes, &c., the individual character of the man is lost, stimulus to individual exertion is removed, and frequent contributions to maintain men in idleness have the effect of making the man less careful with his work, less anxious to keep his place, and is likely to bring him to the conviction that it is of no use to put forth the efforts for which his education, his abilities, or his energy may have fitted him, because he finds he cannot rise above the level of those around him, and he falls back, perhaps demoralized, into the rank and file of his club.

Amalgamation of Unions.

The disadvantages to employers are that in case of a dispute with his men in one trade, that trade is able to call in the assistance of the other associated trades, so as by a larger array of numbers to force the employer to submit. These associated trades are brought into action without any knowledge of the question in dispute, save such as is given by the workmen or their unions, which is necessarily *ex parte* and they have not therefore the means of forming a correct judgment of the merits of the case.

The advantages of amalgamation of trades unions are not affected by the proximity or remoteness of amalgamated unions. As they are universal they act from one common centre and through one organized association; they can thus enforce their dictates against the workman who has offended in whatever district he may apply for work, by the circulation of black lists and other similar means.

Operation of Trades Councils.—I am of opinion that trades councils become simply a bar to the relations which ought to exist between the employer and his workpeople, since the employer usually declines to recognize the right of the council to interfere and deems its influence antagonistic to his own, so that if once the workmen of his establishment put themselves under the guidance of the trades council, the employer feels that he has lost all personal and moral influence over them, and resists any application which may be made to him by them for either an advance of wages or a modification of existing arrangements.

Law relating to Combinations.

Defective Points of present Law relating to Combinations.—I am of opinion that the law should not permit the present combination of trades unions with benevolent objects in societies formed ostensibly for benevolent purposes.

The payment for many years by industrious and independent workmen into the funds of these societies naturally renders the men unwilling to forfeit all the advantages thus fairly gained for themselves, which they would do by seceding from the union whenever an attempt is made to take steps which their judgment disapproves. I would especially refer to the hardship imposed upon a man, who has joined his society for prudent and provident reasons, being at the mercy of the trades council of the Amalgamated Society of Engineers, whose rule 15, sect. 9, states "that the contri-
"bution of members shall be held for the objects contem-
"plated by the rules or such as the majority of members
"may sanction."

Proposed Amendments to present Law.—I should propose to make it penal for any benevolent or friendly society, whether registered or not, to appropriate its funds or to employ its organization for trades union purposes (*i.e.*, for the restriction of trades), or for any purpose whatsoever not fully and openly stated in its rules or in its byelaws; as, for instance, I should confine the action of the Amalgamated Society of Engineers, Machinists, &c., to the objects stated in the preamble to their rules, and preclude them from exercising those restrictions on trade implied at pp. 4 and 5 of their preface.

I would also suggest that picketing during a strike at any establishment be declared illegal, and that in case the proprietor or his representative knows by his own observation that such a thing exists, it shall be competent for him to swear a declaration to that effect before a magistrate, who shall thereupon be empowered to issue a warrant for the apprehension of such men as may be pointed out to the officer as acting in the capacity of picket, and on conviction to punish them as the law may direct.

Effect of Trades Unions on the Rate of Wages.

I am disinclined to the conviction that by their means wages have been raised to a higher point than they would

have reached without a union for that purpose, and I refer to the table already handed in, to show how little has been done in that way in our own establishment during the last 16 years.

I am free to admit that in the case, especially of employers on a small scale, the dread of a strike of the workmen may have induced an immediate advance in wages, but generally the scale of wages is regulated very accurately by the demand for work and the supply of labour in the market.

In my own experience I have known the rate of agricultural labourers advanced from 10*s.* and 11*s.* per week to 15*s.* and 16*s.* per week in 15 years, and in another neighbourhood affected by iron, copper, and slate mining, I have now to pay 18*s.* per week for a good labourer; this rise has taken place without any combinations or union whatever.

The rise in the rate of wages of domestic servants during the last 25 years must be within the knowledge of all employers, and they certainly have gained it by the simple law of supply and demand. I am disposed to think that individual exertion to deserve and gain higher rates of pay would tend more rapidly to the raising of the rate paid to the operative classes generally than the present mode of combination, since where piecework is in vogue the individual receipts of the workmen are considerably higher than where ordinary day wages are paid. The country would reap the advantage of producing more work per head of population.

Effect of uniform Rate of Wages on Character of Workmen.—I am of opinion that a uniform rate of wages discourages the intelligent, well-educated, and industrious workman, brings him down to the level of the incapable operative, and removes every chance of provoking, by the stimulus of good example and higher wages, the inferior man to endeavour to raise himself in the scale of society, to their deterioration, morally and intellectually, of workmen generally. Instance a barrister paid at rates applying to all barristers, what effect upon the advocacy; the stimulus to exertion in their case is larger practice and higher fees than could be gained by an inactive and incompetent advocate.

The tendency of unions to render the wages more equal in different districts would seem to exist; but I have never yet been able to understand how wages continue to exhibit such discrepancies in various parts of the country as is shown by Table No. IV. p. 134.

Difference in the Treatment of Union and Non-union Men.

I find that non-union men have the utmost difficulty in getting employment in any large shop; the foremen who engage the men not unfrequently sympathize with the unions, and as it is the custom in all large shops for the foreman to ask the workmen already employed to recommend an additional "hand" when he needs one, the result is that none but union men are recommended or employed.

I hand in for inspection a copy of the carpenters' bye-laws,* to show that in this trade at least rules exist to keep out union men. I believe them to be practised by all clubs, as I know from long experience that it is extremely difficult in large establishments to retain the services of non-union men, however efficient they may be.

Strikes and Lock-outs.

The lock-out of 1851–52 arose from certain demands made I think on Messrs. Hibbert, Platt, & Co., of Oldham, who were and are large machine makers. The men demanded (see "Manchester Guardian," December 24th, 1851):—

"1st. That no workman shall, after the commencement "of 1852, work any overtime, except in cases of accident, "and then be paid double wages, and that piecework be "entirely discontinued.

"2d. That all planing, shaping, and boring machines "be worked by mechanics or apprentices, or taken up by "them as they fall vacant.

"3d. That the labourers hitherto employed on those "machines be not unduly interfered with before the begin-"ning of the year 1852, when the machines shall fall "entirely into the hands of mechanics."

The employers felt that these demands were unjustifiable, and decided to close their works in the middle of January 1852, and they remained closed for about four months.

On the 5th April 1852 the Amalgamated Society, through Mr. Allan, their secretary, withdrew the resolution for the abolition of piecework and overtime, and asked the employers to withdraw the "declaration" proposed for the signature of the workman when taken into employment. In most cases the declaration was retained, and the unionists were thought to be beaten.

At the end of the year 1865 the moulders of Manchester struck for an advance of 2*s.* per week, under the direction, as I believe, of the Moulders' Society; and in consequence of our refusal to comply with a demand which we thought unreasonable, for many weeks our establishment suffered great inconvenience for want of moulders. We procured a supply after the lapse of some weeks, but our loss was considerable.

In the month of August 1866, while we were building a new boiler shop, the carpenters of Manchester struck also for an advance of 2*s.* per week; and the progress of our building was delayed for at least six weeks, to our great loss and inconvenience.

In the month of June of the same year the pattern makers in our employ and in Manchester generally struck for an advance of 2*s.* per week; all our pattern makers left, except the apprentices and one man who was already receiving the rate demanded, and for many weeks we were unable to make any satisfactory progress with such patterns as we were needing; the rest of the works were consequently put to inconvenience, and the number of men reduced.

Whenever partial strikes happen in large establishments like the Atlas Works, the rest of the men employed suffer by the delay and loss of time involved, even though they may not absolutely be discharged; the fulfilment of contracts in due time is not unfrequently rendered impossible by these proceedings.

Machinery.—I know of no strike in our branches of engineering to resist the introduction of machinery.

Picketing and Intimidation.—Picketing and intimidation always existed, and I continually observe pickets when there are strikes, but I do not remember any very serious acts of violence and outrage to our own workmen, due perhaps to our position in the middle of a town well supplied with police, though I have known a man to be assaulted at our own door.

Effects of Strikes.—In the general strike and lock-out of 1852 no advance of wages was sought, nor, as far as I remember, gained.

At the iron-moulders' strike against piecework, in April 1862, the weekly rate of wages was 34*s.* per week; when other men came in the wages were reduced to 32*s.*, and did not rise to 34*s.* again until 1865.

After the strike of iron-moulders in 1865 no weekly rate of wages was paid in our establishment to iron-moulders; the men were simply paid by the hundredweight or piece of work done, and I have the impression that they gained no advantage by their strike.

At the pattern makers' strike of June 1866 for an advance from 32*s.* to 34*s.* per week no such advance was obtained at the Atlas Works, though I understand that the advance was given by many of the other employers.

Effects of Trades Unions upon Trade.

In my opinion the effects of trades unions upon the engineering trades has been the imposition of such restrictions upon the employer as to rates of wages to be paid, classes of men to be employed, and discouragement of piece work, as seriously to endanger the continuance of that growth of prosperity which up to that time Great Britain has enjoyed; the absence of this prosperity would naturally be as disastrous to the interests of the operatives as to those of the employers. (See *ante* for further remarks upon effects of trades unions.)

Foreign Competition.—I wish to state that since I have been engaged in the manufacture of locomotive engines a great change has come over the trade in this country, as will be shown in the table which I hand in (see *post*, No. V. p. 134,) relating to the business of the Atlas Works in that particular branch.

As a further illustration of this subject, I have to state that during the negociations for the Treaty of Commerce with France in 1860, an order was given out for a large number of locomotives for Russia, through the Credit Mobilier of France. The order was actually taken by an Austrian firm at a price less than those quoted either by England, France, or Germany, showing that price only, and not national predilections, guided the destination of the order.

During the last year the East Indian Railway Company sent out specifications for a large number of locomotives for their railways; one result of the competition was that 30 of these locomotives were ordered from Messrs. Kessler & Co., of Esslingen, Wurtemberg, and 10 from Messrs Esscher, Wyss & Co., of Zurich, at prices lower than were offered by English makers.

* *Byelaws of the Manchester and Salford Lodges of the General Union of Operative Carpenters and Joiners*, which state (section 33) that members of the society taking contracts must "in all cases employ society men."

E. ANSWERS TO GENERAL QUESTIONS.

(28.) John Robinson.

During the year 1865 the Great Eastern Railway Company issued specifications for locomotives, and so low were the French offers that 40 of these engines were ordered from Messrs. Schneider & Co., of Creusot, although a large part of the material was required to be procured from England; 15 of these engines have been delivered, and I know from the railway authorities that the workmanship and finish are reported to be "equal to the standard of good English makers."

The trade in workshop tools for Germany and Austria has almost entirely ceased, and that for France has been reduced to very small proportions.

I refer to the table already mentioned (No. III. p. 134), showing the exports of engines and other machinery to Russia, Sweden, and Norway, Prussia, Hanover, and Hanse Towns, Holland, and Belgium, France, Austria, Canada, and United States, from which it will, I think, be seen that the progress of our trade in machinery and engines has been by no means proportionate to the general progress of civilization in those parts of the world; and I am disposed to attribute this want of advance in our trade to the competition of foreign countries, to which I have already alluded, and which is further illustrated by a comparison, (see Table No. VI. p. 134), of the exports of machinery, &c., for first three months of 1865, '66, and '67, and of the exports of unwrought iron and steel during same periods, the one showing an increase, and the other a decrease, in the three years.

The effect of this competition will, I think, be clearly seen from Table No. VII. p. 135, showing the imports of unwrought iron from 1851 to 1866, which progresses steadily; but an alarming feature is the commencement, and rapid yet steady increase, of the importation of manufactured iron since 1860, indicating an advance of foreign competition in a trade which we have been accustomed to look upon as peculiarly our own.

I may mention the fact that during the strike of June 1864, amongst the ironworkers of the West Riding of Yorkshire, my firm were driven to procure the best quality of iron for boiler plates from France; others procured it from Sweden. We also obtained iron of large dimensions for frame plates from France. The relative prices of these irons were:—

	Per cwt. s.	d.
French boiler plates, say 4½ cwts., "au bois" -	26	0
English do. L.M. - -	30	0
French frame plates, say 1 ton each - -	15	6
English do. South Staffordshire -	24	0

All prices delivered at our works.

We still continue to procure frame plates from France, as some sizes are much cheaper when delivered at our works than the English sorts, and the quality quite equal. We should doubtless buy iron sheets of large size also from France and elsewhere on account of their cheaper cost, but the specifications of purchasing, engineers generally confine us to certain English brands.

A most important trade in which I am interested is that of steel tyres for railway engines. These were offered in England, when we began to purchase in May 1862, at the price of 85*l.* per ton delivered by a Prussian house. Soon after an English house came into the market with a quality not then quite equal, at a price of 65*l.* per ton. The competition between the Prussian house and the English manufacturers has reduced the price to 40*l.* per ton delivered in Manchester.

Our purchases from Prussia since the first year of the general adoption of cast steel tyres to March 31st, 1867, have reached in value 19,521*l.*, while from England they have been only 8,746*l.*, or less than half the foreign value. I attribute the whole of this successful competition of foreigners to the fact of their progress and development of manufacturers by their growing intelligence and increasing leisure to give attention to manufactures, which their comparative immunity from war and from protracted misunderstandings with their workpeople for the last 30 or 40 years have afforded them; while in England, notwithstanding the repeal of the corn laws, the price of food and of most kinds of commodities are continually advancing, due in a great measure to the increased price paid for labour in the various branches of construction and manufacture. So that the time may be rapidly approaching when the mineral wealth and commercial and mechanical education of our foreign neighbours may reach such a development as to enable them to supply themselves and others with the various articles required by countries of advancing civilization at prices at which Great Britain finds herself unable to compete, and so capital as well as labour, whether of the head or of the hand, may seek in vain for employment in those branches of industry in which we have been accustomed to look upon ourselves as paramount.

ARBITRATION AND CO-OPERATION.

I am of opinion that no arbitration courts are required, as my experience is that no disputes arise between employers and their workmen individually, except such as have relation to questions of fulfilment of engagements as to wages, and piecework balances, and which existing courts readily and I believe satisfactorily deal with.

The only co-operative or industrial society with which I am acquainted is our own company, which, having 88 members, includes 24 who are in one way or other working for the interests of the establishment, our object being in this way to get the largest possible number of clerks, foremen, &c., interested in the success of our business in the same way as the manual workman becomes interested by the system of piecework adopted, *i.e.*, "the more work the more pay."

I have not a strong opinion, but I lean to the idea that in consequence of the difficulty of securing the services of efficient and high principled managers, together with the disinclination to submit to restraint on the part of those operatives who are partners, they are not likely to be able to compete with those establishments where the employers' interest is either paramount, or at all events largely in excess of the interest of those employed, since this gives him a proportionate influence in the management of the business, and his intelligence and experience become available for the advantage of the concern.

11.—Table showing the Rates of Wages (with the Averages thereof) paid at the Atlas Works to Skilled Workmen at the end of the Years 1851, 1861, 1862, 1863, 1864, 1865, 1866.

—	1851.		1861.		1862.		1863.		1864.		1865.		1866.		Difference of Averages.			
	Rates.	Averages.	Rates.	Averages.	Rates.	Averages.	Rates.	Averages.	Rates.	Averages.	Rates.	Averages.	Rates.	Averages.	Since 1861.		Since 1851.	
															Plus.	Minus.	Plus.	Minus.
Fitters, erectors, turners and borers	26/ 35/	30·18	26/ 36/	30·44	26/ 36/	30·30	26/ 34/	30·23	26/ 34/	30·24	26/ 36/	30·47	26/ 36/	30·56	0·12	—	0·38	
Grinders	28/ 32/	29·40	30/	30·	28/ 31/	31·20	30/	30·	30/	30·	30/	30·	30/	30·	—	—	0·60	
Joiners	26/ 30/	26·36	26/ 29/	27·22	26/ 29/	27·33	26/ 29/	27·53	27/ 30/	28·90	27/ 30/	29·23	26/ 30/	28·72	1·50	—	2·36	
Pattern makers	30/ 32/	30·50	27/ 33/	30·38	26/ 33/	30·54	28/ 34/	30·71	28/ 34/	31·50	29/ 34/	30·81	26/ 33/	30·50	0·12	—	—	
Painters	23/ 28/	23·25	25/ 29/	26·91	25/ 29/	26·81	25/ 28/	26·46	26/ 29/	26·42	26/ 28/	26·52	28/ 31/	28·91	2·	—	5·66	
Coppersmiths	None.	—	26/ 32/	29·75	28/ 32/	30·20	30/ 32/	31·	30/ 32/	31·20	30/ 32/	31·	32/ 33/	32·40	2·65	—	—	
Planers, slotters, and shapers	18/ 21/	19·87	16/ 26/	21·86	16/ 26/	21·24	16/ 26/	21·15	16/ 28/	21·72	16/ 28/	21·27	16/ 28/	21·5	—	0·36	1·63	
Brass moulders	Piece work.	—	30/ 32/	31·50	32/	32·	30/ 32/	31·	32/	32·	30/ 32/	31·75	30/ 32/	31·42	—	0·08	—	
Iron moulders	Piece work.	—	34/ 36/	34·12	26/ 36/	32·24	26/ 36/	32·62	28/ 36/	33·54	32/ 35/	34·44	Piece work.	—	—	—	—	
Angle iron smiths	36/	36·	34/ 36/	35·50	34/ 36/	35·50	34/ 36/	35·50	38/	38·	38/	38·	38/	38·	2·50	—	2·0	
Platers	28/ 31/	29·66	32/ 34/	33·77	30/ 34/	33·44	32/ 36/	34·	36/	36·	36/ 38/	36·28	36/	36·	2·23	—	6·34	
Rivetters	26/ 27/	26·06	30/	30·	28/ 30/	29·64	30/ 32/	30·18	30/ 34/	32·	29/ 34/	32·03	31/ 34/	32·13	2·13	—	6·07	
Holders up	23/	23·	26/	26·	26/	26·	26/	26·	26/ 29/	28·75	29/	29·	29/	29·	3·	—	6·	
Helpers	18/ 21/	19·50	18/ 19/	18·15	18/ 19/	18·12	18/ 20/	18·24	18/ 19/	18·22	18/ 19/	18·12	18/ 19/	18·12	—	0·30	—	1·38
Smiths	26/ 36/	30·27	26/ 42/	31·33	26/ 42/	31·62	26/ 42/	31·57	26/ 42/	31·38	26/ 42/	31·93	28/ 42/	32·30	0·97	—	2·03	
Strikers	18/ 21/	18·45	18/ 24/	18·96	18/ 24/	19·06	18/ 24/	19·08	18/ 22/	19·06	19/ 26/	19·20	18/ 24/	19·75	0·79	—	1·30	

III.—TABLE showing the Average EXPORT of STEAM ENGINES and other MACHINERY.

To	1849 to 1854	1855 to 1860.	1861 to 1865.
	£	£	£
Russia - -	177,652	593,568	477,026
Sweden and Norway -	44,979	88,239	72,294
Prussia, Hanover, and Hanse Towns -	150,674	303,289	455,480
Holland and Belgium -	96,158	241,572	399,582
France - -	100,610	245,539	34,403
Austria - -	20,843	43,336	22,941
Canada - -	25,225	55,383	19,488
United States - -	49,188	39,111	71,066
	6 years £665,329	6 years £1,610,037	5 years 5)1,552,280
			310,456
			6 years £1,862,736

IV.—TABLE showing the RATES of WAGES paid in May 1867 to SKILLED WORKMEN in the Towns of Manchester, Leeds, Bristol, and Du ndee.

——	Manchester.	Leeds.	Bristol.	Dundee.
	Week of 57½ hours.		Week of 58½ hours.	
	s. s.	s. s.	s. s.	s. s.
Fitters and erecters	26 to 36	26 to 30	28 to 32	23 to 27
Turners and borers	26 „ 36	27 „ 30	28 „ 35	15 „ 26
Grinders - -	30 „ 32	24 „ 26	18 „ 24	—
Pattern makers -	32 „ 34	27 „ 29	28 „ 32	24 „ 25
Coppersmiths -	32 „ 33	32	30 „ 36	—
Planers - -	22 „ 26	21 „ 24	24 „ 32	18 „ 23
Slotters and shapers -	18 „ 25	17 „ 21	24 „ 35	16 „ 20
Brass moulders -	36 „ 38	30 „ 34	30	26
Iron moulders -	36	30 „ 34	28 „ 30	28 „ 31
Ordinary smiths -	26 „ 38	26 „ 29	28 „ 32	23 „ 27
Boiler smiths -	38	28 „ 32	30 „ 36	—
Boiler makers -	36 „ 40	30 „ 36	30 „ 36	—
Rivetters -	32	24 „ 28	30	—
Helpers - -	18 „ 20	17 „ 22	15 „ 17	—
Strikers - -	18 „ 21	16 „ 19	17 „ 20	16 „ 17

V.—TABLES showing the YEARLY DELIVERIES from the ATLAS WORKS of LOCOMOTIVES, and their DESTINATION, from 1834 to 1866 inclusive.

NUMBER of LOCOMOTIVES and their DESTINATIONS.

Year.	England, Ireland, Scotland, and Colonies.	Austria, Germany, Denmark.	France.	Belgium, Holland, Sweden.	Italy.	Russia.	Spain and Portugal.	Egypt.	South America.		Total Yearly.
1834	4	—	—	—	—	—	—	—	—	—	4
1837	10	—	—	—	—	—	—	—	—	—	10
1838	17	4	5	—	—	—	—	—	—	—	26
1839	21	8	18	—	—	—	—	—	—	—	47
1840	26	13	—	5	—	—	—	—	—	—	44
1841	30	16	2	2	1	—	—	—	—	—	51
1842	33	10	—	—	5	—	—	—	—	—	48
1843	11	18	—	—	2	1	—	—	—	—	32
1844	20	4	—	—	6	5	—	—	—	—	35
1845	32	13	—	—	4	—	—	—	—	—	49
1846	43	18	2	—	—	—	—	—	—	—	63
1847	67	19	—	—	1	—	—	—	—	—	87
1848	84	—	—	—	—	—	—	—	—	—	84
1849	70	—	—	—	—	—	—	—	—	—	70
1850	28	—	—	—	8	—	—	—	—	—	36
1851	24	—	—	—	—	—	—	—	—	—	24
1852	25	—	—	—	—	—	—	—	—	—	25
1853	34	—	—	—	5	—	6	—	—	—	45
1854	42	—	—	10	5	—	10	—	—	—	67
1855	45	—	—	16	7	—	2	2	—	—	72
1856	15	—	—	16	4	11	7	5	—	—	58
1857	19	—	—	6	9	14	5	2	—	—	55
1858	33	—	—	—	2	28	13	3	—	—	79
1859	27	—	—	—	—	—	17	—	2	—	46
1860	29	—	—	—	—	2	37	2	—	—	71
1861	60	—	—	—	—	—	12	—	3	—	75
1862	71	—	—	—	2	—	5	3	4	—	85
1863	56	—	—	—	10	—	11	3	4	—	84
1864	57	—	—	—	5	—	26	1	3	—	92
1865	59	—	—	—	6	10	—	7	13	—	95
1866	69	—	—	—	—	10	—	—	2	—	83

ABSTRACT of foregoing TABLE.

Year.	Remarks.	Great Britain, Ireland, and Colonies.	Remarks.	Foreign Countries.	Remarks.
1834	- - - -	4	- - - -	0	
1835	- - - -	0	- - - -	0	
1836	- - - -	0	- - - -	0	
1837	- - - -	10	- - - -	0	
1838	- - - -	17	Germany begins France begins	9	
1839	- - - -	21	- - - -	26	
1840	- - - -	26	- - - -	18	
1841	- - - -	30	Holland begins	21	
1842	Panic in England.	33	Italy begins -	15	
1843	- - - -	11	Russia begins -	21	
1844	- - - -	20	- - - -	15	Russia ceases for a time.
1845	- - - -	32	- - - -	17	
1846	- - - -	43	- - - -	20	France ceases.
1847	Railway mania in England.	67	- - - -	20	Germany ceases.
1848	- - - -	84	Revolutions abroad - -	0	
1849	- - - -	70	- - - -	0	
1850	Reaction from mania.	28	- - - -	8	
1851	- - - -	24	- - - -	0	
1852	- - - -	25	- - - -	0	
1853	- - - -	34	Spain begins -	11	
1854	- - - -	42	- - - -	25	
1855	- - - -	45	Egypt begins -	27	
1856	- - - -	15	Russia begins -	43	
1857	- - - -	19	- - - -	36	
1858	- - - -	33	- - - -	46	
1859	- - - -	27	South America begins - -	19	
1860	- - - -	29	One for France	42	
1861	- - - -	60	- - - -	15	
1862	- - - -	71	- - - -	14	
1863	- - - -	56	- - - -	28	
1864	- - - -	57	- - - -	35	Spain ceases.
1865	- - - -	59	- - - -	36	Italy ceases.
1866	- - - -	69	- - - -	14	

VI.—TABLES showing the EXPORTS of MACHINERY and of IRON and STEEL (Unwrought) in the First Three Months of 1865, 1866, 1867.

MACHINERY.			IRON and STEEL (Unwrought).	
Year.	Steam Engines.	Other kinds.	Year.	Tons.
	£	£		
1865	538,149	757,643	1865	277,450
1866	310,169	657,595	1866	335,363
1867	397,833	604,471	1867	353,903

Showing in Machinery a decrease; in Unwrought Iron an increase.

VII.—TABLE showing IMPORTS of UNWROUGHT and WROUGHT IRON in the Years 1851–1866.

	Unwrought Iron.	Manufactured Iron.
	Weight.	Value.
1851	40,279 Tons.	—
1852	33,376 „	—
1853	44,776 „	—
1854	41,745 „	—
1855	37,407 „	—
1856	51,935 „	—
1857	50,163 „	—
1858	25,464 „	—
1859	42,713 „	—
1860	54,061 „	£47,869
1861	35,489 „	184,320
1862	49,662 „	202,565
1863	46,635 „	261,077
1864	53,918 „	332,876
1865	51,464 „	391,696
1866	64,178 „	

(29.) ANSWERS by BERNHARD SAMUELSON, Esq., M.P., of the firm of B. Samuelson & Co., Ironmasters, Middlesbrough, and the firm of Samuelson & Co., Agricultural Engineers, Banbury.

(29.) B. Samuelson.

I.—OBJECTS OF TRADES UNIONS.

Question 1. The institution of trades unions has not, up to the present time, according to my experience, tended to facilitate or improve the dealings and relations between workmen and their employers. The tendency has been to substitute the despotism of the unions for that of the masters. I look upon the relations of employer and employed as being in a state of transition, and upon trades unions as not likely ultimately to affect detrimentally the relations between workmen and their employers, but the reverse.

Question 2. The leading questions between the employer and the workmen, in the decision of which I think the action of the union operates beneficially for the workmen, are the questions of wages and hours of labour.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under my observation have been the regulation of the rate of wages and the limitation of the hours of labour. The questions of piecework and overtime have been dealt with by the unions in the engineering trade, but not by those in the iron manufacture. The question of the employment of non-union men has also been dealt with.

Question 4. According to my experience, the effect of the policy of trade unions has been beneficial on the whole, but with intervals of capital rendered unproductive, and, at times, intense suffering and great danger; but, hitherto, no actual detriment has ensued.

Questions 5, 6. Innumerable cases have come under my observation in which the plans of business of the employers of labour have been interfered with by or under the direction of a trades union.

Question 7. I think that the effect of trades unions upon the workmen has been that their self-respect has been increased, but (I fear) that their self-reliance has been diminished.

AMALGAMATION OF UNIONS.

Questions 8, 9. I think that the amalgamation or association of trades unions one with another is disadvantageous, by multiplying the risk and extending the area of disputes. The disadvantage is increased by the remoteness of the unions.

Question 10. A trades council is advantageous by increasing the knowledge of the circumstances of the trade affected, possessed by the unions meeting in council.

INTERNATIONAL UNIONS.

Questions 11–13. I am not aware of any instance in which an attempt has been made to form an international trades union; but the organization of the tailors approaches to that of such a union, and the late meeting of trade delegates at Geneva is a step in the same direction—England, Germany, France, Switzerland, being there represented. This meeting (held at Geneva in September 1866), consisted of delegates from trades unions or working men's unions. The general interests of labour, the curtailment or interdiction of the labour of women, the abolition of wages and substitution of co-operation were there considered.

AMENDMENT OF LAW.

Questions 14, 15. I think that benefit societies, being also trades unions, should have a summary remedy against their officers and members, and that it could be granted with the exclusion of the recovery of any penalties for objects in restraint of trade; on the other hand, any rule excluding members from benefit in cases of sickness, death, &c., by reason of an infraction of trade rules or refusal to pay trade fines, should be null and void. I mean that all the lawful objects of a society should be protected by the law (whilst refusing a remedy for the enforcement of those which are not lawful) in the case of societies of whose rules some may be in restraint of trade.

II.—EFFECT ON THE RATE OF WAGES.

Question 1. The aim or policy of the council of such trades unions as have come under my observation, with reference to the question of wages, has been to increase them.

Question 2. In my opinion, the effect of trades unions on the rate of wages has been to accelerate an increase where economical causes tended in that direction, but not at other times.

Questions 3, 4. The effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, upon the character, skill, and conduct of such workman, is bad. A rate of wages thus fixed tends to the deterioration of workmen generally.

Questions 5, 6. Unions render wages more equable in different parts of the country, by making the conditions of trade in different districts mutually known.

Question 7. I believe it is the practice of the central committees of trades unions to encourage a transfer of labour from one part of the country to another.

Question 8. If workmen quit a part of the country where work is slack, they are readily admitted to a union in another part of the country, and are allowed without interference of any kind to obtain employment there, except when strikes prevail.

Questions 9, 10. As far as my experience extends, the conduct of members of a union towards other workmen in a town where they have not before been working, is, to members of unions, good. There is under such circumstances difference in the treatment of non-union and union men.

III.—STRIKES AND LOCK-OUTS.

Questions 1–19. The strikes in which I have been concerned, or which have come directly under my observation, are (1) the strike of the ironworkers of Messrs. Bolckow, Vaughan, and Co., at their Eston furnaces; (2) the strike against the reduction of wages in the iron trade in the north of England last July.

The circumstance which gave rise to the first-mentioned strike was that the wages of the workers of Messrs. Bolckow, Vaughan, and Co., were below the average of the district. Its object was to gain an increase of wages, and to secure uniformity of price for producing different qualities of pig iron. The strike lasted about six weeks, and in the result wages were increased nearly to the extent demanded by the

B. ANSWERS TO GENERAL QUESTIONS.

(29.) B. Samuelson.

men, while the demand for uniformity of payment for different qualities was abandoned. The number of men taking part in the strike, or otherwise thrown out of employment in consequence thereof, was small. The demands made by workmen were resisted by the employers under the advice and with the co-operation of the trade. The strike was organized by the furnace men's society. No instance of intimidation or molestation of workmen not taking part in the strike, or of any other acts of violence or annoyance—at the hands of either workmen or employers—came to my knowledge during the strike. The strike had no effect upon trade in raising prices or otherwise.

The depression of the iron trade was the circumstance which gave rise to the second of the two strikes which I have mentioned. The north of England iron masters' association agreed on a reduction of wages, and the reduction being resisted by the trades union a strike which lasted four months ensued. In the result the reduction was submitted to, and ultimately exceeded that which was first required by the masters; many thousands of men were concerned in the strike; new men were, to a small extent, introduced into the district in consequence of the strike, and a further reduction of wages has since taken place; but as the conditions of the trade would have brought about that reduction under any circumstances, it is difficult to estimate the effect in this respect of the introduction of new hands. The contest is too recent for me to give a trustworthy answer to the question whether many of the men engaged in the strike were permanently driven out of the trade in the district by newcomers. In consequence of the strike, contracts went to Wales, &c. Allowances, varying in amount, were made to the workmen during the strike from the trade funds of the unions, with very slight assistance from the unions of other trades. Very few instances of intimidation or molestation on the part of workmen occurred during the strike. A Roman Catholic priest was threatened because he advised the people to accept the reduction. There was no instance of intimidation or annoyance on the part of the masters. In the district where the strike took place its effect was to increase the existing depression, owing to orders being sent to Wales during the cessation of work; but outside the district the reduced production had little effect, trade being so bad generally.

Questions 21, 22. During the last five years any rise in wages has generally been permanent, except in trades where wages have a natural tendency to fluctuate frequently.

Question 24. Within my knowledge there has been no instance of a strike in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed, if by "freely" is meant that no moral pressure was brought to bear on dissentients.

Questions 25, 26. With respect to strikes to resist the introduction of machinery, if by "machinery" is meant improved machinery, the brass-workers have struck quite recently in Northamptonshire against self-acting lathes, but I do not know what the result was.

IV.—Effect on Trade.

Question 1. Trade has been so prosperous that it is difficult to estimate the effect of the interference of trades unions on manufacturing operations and upon trade generally.

Questions 2–4. I am not able to mention any instances in which, in consequence of a rise of wages enforced by a strike or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred.

Questions 5, 6. It is alleged, falsely, that there has been an increase of foreign competition of late years in the iron trade. It has occurred very partially, and under very exceptional circumstances, not arising out of any labour combination in the manufacture of locomotives. It is becoming important in some branches of woollen manufactures.

Questions 7, 8. It is not unusual to send cotton goods abroad to be printed *by hand* in Normandy. The cheapness of hand labour there is the cause.

Question 9. Is may be said that contracts for work usually executed in this country have in recent times been taken by foreign houses, because contracts for locomotives for the Great Eastern Railway and for East Indian Railways have been taken by foreign houses; but this was when our makers were full of work for 18 months in advance.

Questions 10, 11. There are plenty of instances of manufacturers having works abroad, but I know of none where capital has been withdrawn from establishments in this country, in order to be employed in similar establishments abroad.

V.—Courts of Arbitration.

Question 1. In my opinion, it is desirable that courts of conciliation or arbitration, composed of employers and workmen, should be constituted for settling disputes between employers and workmen.

Questions 2–5. Such courts should consist of equal numbers of masters and men, and should, if possible, be presided over by a chairman belonging to neither class. (1.) As courts of conciliation, they should have jurisdiction over all disputes. (2.) As courts of arbitration, over all matters arising out of contracts between masters and men; their jurisdiction should be compulsory as to contracts, and should exclude the jurisdiction of the ordinary primary courts.

Questions 6, 7. The courts should have jurisdiction in their respective branches of industry only, and even kindred branches of industry should not have a common court.

Question 8. The courts should sit, as a matter of course, at stated times, but be capable of being called together oftener.

Question 9. The expense should be borne by fees, these to be supplemented, if requisite, by local taxation.

Co-operative Societies.

Questions 10, 11. I have had some experience of the working of co-operative societies. When constituted for the purpose of supplying articles of consumption I believe them to be very beneficial. No others have yet had a sufficiently long trial.

Industrial Partnerships.

Question 12. In my opinion, the advantages of such industrial partnerships as those of Messrs. Briggs and Messrs. Head are, that workmen have a more direct interest in the work being done cheaply and expeditiously, while there is the disadvantage of liability to dissuasion amongst those interested, and of the men finding fault with each other, and disputing the results obtained when unfavourable and disappointing.

Question 13. The principal difficulties in the way of their being more extensively tried are, the fear that the principals should lose control of their affairs; the objection on their part to expose their profits or losses; and not least, the fear lest the conditions of partnership should be declared by some court to be unfair and therefore not binding, or the balance sheets suspicious and therefore not conclusive.

Amendment of Law.

Question 14. With respect to disputes to be voluntarily submitted to arbitration, the present law relating to arbitration requires, in my opinion, to be amended, so that awards should not be so easily set aside for want of agreement between the submission and the award.

Question 15. In my opinion, the present law of partnership is such as to allow the experiment of industrial partnerships and co-operative societies to be fairly tried, the fear expressed above being borne in mind.

(30.) Answers by Mr. Thomas Scruton, 23 New Street, Birmingham.

(30.) Thomas Scruton.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions has not, according to my experience, tended to facilitate or improve the dealings and relations of workmen and their employers.

Question 2. Trades unions operate beneficially for the workmen by advancing wages and reducing the hours of labour, but coercion being used to bring about these objects, (which is contrary to the law of supply and demand), great suffering and ruin to many families and trades coming within the influence of strikes is the result.

Question 3. The object of the policy of the council of such trades unions as have come under my observation has been to advance wages and to limit the hours of labour by coercion through strikes, to bring about a scarcity of labour, to secure more time for work that labour may be in greater demand, and to prevent union men working with non-union men.

Question 4. According to my experience, the effect of that policy has been that what the men are paid extra in advanced wages they pay away to maintain those on strike and agitators, that great loss has been imposed on employers, making them indifferent to employ labour, and that trade has been undoubtedly injured.

Questions 5, 6. Cases have come under my observation

in which the plans of business of employers have been interfered with under the direction of trades unions. Men having been called off by unions, business has been suspended for months.

Question 7. According to my observation, the effect of trades unions upon workmen has been to produce a character of independence, so that a master's wish is interfered with if contrary to their own.

AMALGAMATION OF UNIONS.

Question 8. In my opinion, the disadvantage of the amalgamation or association of unions one with another is, that that they can dictate their own terms.

AMENDMENT OF LAW.

Question 14. The law is, in my opinion, defective, being simply passive, and taking no account of trades unions to prevent their formation.

Question 15. The amendment I propose is to make combinations, whether of masters or workmen, so far illegal that the law shall inflict a heavy penalty on all persons so combining for the restraint of trade, as interfering with the freedom of labour and capital—or, in other words, with supply and demand, which is necessary for the general good of society.

(30.) Thomas Scruton.

II.—EFFECT ON THE RATE OF WAGES.

Question 3. According to my experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is that all desire to excel is blunted, and consequently a nation's progress in art and manufacture is materially checked.

(31.) ANSWERS by Mr. JOHN SMITH, Mason and Quarrymaster, Blackburn.*

I.—OBJECTS OF TRADES UNIONS.

Question 1. The institution of trades unions, according to my experience, has not tended to facilitate or improve the dealings and relations between workmen and their employers.

Question 2. I think that in all questions between employers and workmen the action of the union operates beneficially for the workmen, the unions being for the protection of the workmen, and to fight for their exclusive interests.

Question 3. The object of the rules or policy of the council of such trades unions as have come under my observation has been, in respect of wages, to agitate continually for an increase; in respect of the hours of labour, to agitate continually for their limitation; with respect to apprentices, to limit their number; with respect to piecework and overtime, not to allow the one, and only to allow the other on an emergency, when "double time" must be paid; with respect to non-union men, not to allow their employment, or that union men should refuse to work with them on the same job; and with respect to machinery, to totally object to it.

Question 4. According to my experience, the effect of that policy has been, as regards workmen, to give them increased wages and less hours of labour; as regards employers, to give them less profits, and to make them unable to calculate or tender for work with certainty, never being sure of what further demands may be made; and as regards the building trade, to bring about a general depression.

Questions 5, 6. As to the interference with employers' plans of business under the direction of trades unions, I know cases where the work on buildings in course of erection has been reduced or curtailed in consequence of men's demands. A contractor is not allowed, if he contracts to complete a building, to sublet those portions belonging to other trades than his own.

Question 7. An effect of trades unions upon workmen has been to make them very independent. If they are spoken to when wrong they will often pack up their tools and leave the job.

AMALGAMATION OF UNIONS.

Question 8. The disadvantages of the amalgamation or association of unions one with another are these, that if there is a local dispute, and you wish to argue with the men, they refuse, and say that they are only a small proportion of the whole body, and dare not do anything contrary to the rules, even if it is a matter that ought to be entirely regulated by local circumstances.

Question 10. A trades council operates to secure for workmen more wages and less hours. They give no advantage, but disadvantage, to employers.

AMENDMENT OF LAW.

Question 14. The present law relating to combinations among workmen or their employers is defective in not fixing the rate of wages for periods.

Question 15. In the way of amendment of the law, I should propose arbitration courts.

II.—EFFECT ON THE RATE OF WAGES.

Question 1. The aim or policy of the council of such trades unions as have come under my observation, with reference to wages, has been to raise wages continually, and to lessen the hours of labour.

Question 2. The effect of trades unions on the rate of wages has been that wages have risen 15 per cent., independently of less hours.

(31.) John Smith.

Question 3. According to my experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is that the best workmen will not do as much work as they can, or as well, but will only keep pace in quality and quantity with the inferior workman.

Question 4. With workmen generally the tendency of a rate of wages thus fixed is to deterioration.

Questions 5, 6. It is the case that the unions render wages more equable in different parts of the country. The wages are regulated to a great extent by the demand.

Question 7. It is the practice of the central committees or councils of unions to encourage transfers of labour.

Question 8. Workmen quitting a part of the country where work is slack are, among the masons, all of whose unions are amalgamated, readily admitted to a union in another part of the country, and allowed to obtain employment without interference.

Question 9. Workmen in a town where they have not before been working are, if union men, welcomed and assisted by members of unions.

Question 10. Non-union men are, under such circumstances, differently treated. They are driven out of the town, if possible.

III.—STRIKES AND LOCK-OUTS.

Question 1. A strike of masons in 1866 came under my observation.

Questions 2, 3. The circumstances that gave rise to the strike were the requirements of the workmen that hours should be shortened, as shortening the hours would take more men at the rate of 15 per cent.; that a restriction should be put upon apprentices, as they objected to any but masons' sons being made masons without the sanction of the union; that no work should be sub-let, preventing a man contracting to complete a building; and that arbitration should be refused.

Questions 4, 5. The strike lasted 14 weeks, and in the result the men got all they wanted.

Question 6. The number of men concerned in the strike was, in Blackburn, about 300.

Question 7. No new men were introduced in consequence of the strike. The workmen on strike prevented this.

Question 9. Contracts were given up in consequence of the strike, more money being wanted.

Questions 10, 11. The workmen were ordered to strike by the union of masons, by whom the strike was organized.

Question 12. The rate of wages at the time of the strike was 30*s.* per week of 54 hours.

Questions 13, 14. The allowance made to each workman on strike, which was paid from the union fund, varied from 12*s.* to 18*s.* per week.

Questions 15, 16. There were no instances of intimidation or molestation of workmen not taking part in the strike, as in this matter the workmen were unanimous, nor were there any instances of intimidation or the like on the part of employers.

Question 18. The effect of the strike on trade in the branch of industry where it occurred was to raise prices 25 per cent.

Question 19. Its effect on other branches of trade was that it caused others to strike, and raised wages in all the other branches of the building trade.

Question 20. I am not able to state, with respect to the strikes during the last ten years, what number of them gained the object aimed at, and what number failed.

* In the answers here given the words "trades unions" are taken to mean only workmen's unions, not employers', unless otherwise stated. The answers relate more particularly to the masons.—J. S.

E. Answers to General Questions.

(31.) John Smith.

Question 21. Whenever the object gained by striking was a rise of wages, the wages were never lowered again.

Question 24. There is no instance within my knowledge in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed.

Question 25. I do not know of any strikes to resist the introduction of machinery. No machinery has been introduced here for masonry.

IV.—Effect on Trade.

Question 1. So far as my experience has extended, the effect of the interference of trades unions on manufacturing operations and upon trade generally has been bad.

Questions 2, 3. In building, instances have occurred in which, in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the trade. Parties building have reduced the cost in consequence of the uncertainty of the price of labour.

V.—Courts of Arbitration.

Question 1. It is in my opinion desirable that courts of conciliation or arbitration should be constituted for settling disputes between employers and workmen.

Question 2. Such courts should be composed of an equal number of employers and workmen, presided over by one of the county court judges or stipendiary magistrates.

Question 3. All matters that may arise in dispute between employers and workmen could advantageously be determined by such courts.

Question 4. I should propose that the jurisdiction of such courts should be compulsory at the instance of either of the parties.

Question 5. The jurisdiction of these courts, if formed as I have suggested, should, with respect to the matters within their jurisdiction, exclude the jurisdiction of the ordinary courts of justice.

Question 7. The court should in each case be composed of employers and workmen belonging to the branch of industry in which the dispute had arisen.

Question 8. The court should sit not constantly at stated times, but specially when disputes arise.

Question 9. The expenses of such courts should be left to the discretion of the president of the court.

Co-operative Societies.

Question 10. I have not had any experience of co-operative societies.

Question 11. The opinion I have formed as to their advantages or disadvantages to the working classes is that they are bad.

Industrial Partnerships.

Question 12. I am not acquainted with the industrial partnership systems of Messrs. Briggs and Messrs. Head.

(32.) Answers by Mr. Stephen Smith, Tailor and Draper, 34, Cross Street, Manchester.

(32.) Stephen Smith.

I.—Objects of Trades Unions.

Question 1. My opinion is, trades unions are alike detrimental to the honest man and the employer; and it is perfectly impossible to make any arrangements with union men contrary to those that their union recognizes.

Question 2. Supposing the rise of wages and the limitation of the hours of labour to be beneficial to the workmen, these would be the chief questions in the decision of which the action of the union would operate beneficially for the workmen. I however think that a rise in wages is not necessarily beneficial. If a rise takes place in one trade, others will certainly follow, till the rise is gone all round, and so everything becomes dearer and the workmen no better off.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under my observation has been, with respect to wages, to increase them materially, and with respect to the hours of labour, to reduce their number. With respect to overtime, union men now claim overtime after 6 o'clock, though working piecework, and we have no redress if they do not come to their work before 9 o'clock in the morning; they will not subject themselves to fines for coming late or neglecting work; and with respect to non-union men, the members of the union will not work with them. The following is a statement from Mr. Kidson, of Piccadilly, Manchester:—

" A workman came into my shop, to whom I gave a coat " to make. He was immediately asked by the other men " if he belonged to the union. He answered in the neg- " ative. One of the workmen went to the secretary to " inquire what should be done, and the reply was he must " pay 5*s.* on Saturday, and 5*s.* each following Saturday " till he had paid the sum of 21*s.* as a fine for working in " the town without joining the society. The man refused " to pay the amount, and left the shop."

Question 4. According to my experience, the effect of the the policy of trades unions is as follows:—

It places the workman antagonistic to the employer, and *vice versâ*, and so prevents that good feeling which ought to exist, and which as a rule would exist if the employer and his workmen could settle any difference without interference.

It has a very injurious effect on trade; it raises prices to such an extent that it prevents a very large number of people from getting their clothes made by the ordinary tailor, and drives them to the slop shops, and so encourages the sweatening system.

Question 5. Cases have come under my observation in which the plans of business of the employers of labour have been interfered with under the direction of a trades union. The following is a statement from Mr. Verity, Mosley Street, Manchester:—"The following event occurred " just as the busy season had set in last spring, 1866. We " were much surprised one day by being informed that the " workmen had struck against the foreman who had the " management of the coat shop. We desired the men to " send down a deputation to state their complaint, which " was, the foreman's wife, (being formerly a waistcoat " maker,) not being in the union, was allowed a few jobs to " fill up her leisure time, this being only allowed when " trade was busy and there was more than enough for the " men in the shop. This was all they had to complain of. " We said it was so trifling a matter that we would " not believe they really desired to throw the foreman out " of his situation, and gave them our word the woman " should have no more work. The coat makers said they " liked the man very well, and had no complaint to make. " Our arrangement was accepted very reluctantly by the " vest makers. About a fortnight after they struck again, " and said they would not take any more work until the " foreman was out of house, the only reason given being that " 'they had no confidence in him.' We saw they were " determined to have their way, and knew the man must " ultimately leave, as we could not get other men, so we " paid him a month's wages and let him go, and in conse- " quence were obliged to work through the busiest season " of the year without a foreman. The only way we can " account for the enmity of the men is their having " lately informed us they intended to work 10 hours per " day, and that for any time beyond that they would " require time and a quarter. We were obliged to submit " to this imposition as regarded the coat makers, being " short of hands; the waistcoat makers were not satisfied " to work the 10 hours, wanting of course the overtime, " and being jealous of any one who lessened the pressure " of work, thereby taking away the necessity for us to " keep them the 10 hours."

Question 7. According to my observation the effect of trades unions on the character and the well-being of the workmen has been very demoralizing. They do their work not nearly so well as before the existence of unions, and are very independent and careless about instructions.

Amalgamation of Unions.

Question 8. In my opinion, the disadvantages resulting from the amalgamation or association of trades unions one with another are very great. However arbitrary and unreasonable the demands of the men may be, the masters are completely defeated by the amalgamation of unions, as the men backed by other associations have more funds to support them on strike; thus the masters of one trade are really contending with the united strength of the workmen of all trades; in addition to which if there is a demand made to which the employers cannot agree, the local committee profess to have no power to alter it, the onus is thrown on the amalgamated committee, and the men cannot or will not inform you who are the parties who have power to settle it. In the meantime your business is at a stand and you can get no redress. If you say at once, "I won't pay it, summons me before a magistrate or the county court," you will be told they don't do their business that way, but you will have your men withdrawn.

Question 9. In these days of steam and telegraph, I think proximity or remoteness of unions makes no difference in amalgamation.

Question 10. With respect to the operation of a trades

(32.) Stephen Smith.

council, there is no advantage to either workmen or employers, but all otherwise. If you converse with a reasonable workman on a subject of the trade which he knows to be unjust, he shelters himself under the plea, "I cannot help it, the club says so."

International Unions.

Question 11. I am aware of an instance in which an attempt has been made to form an international trades union.

Questions 12, 13. The Paris tailors and the English and (I think) the Belgians, have joined to contribute to the support of each other while they are coercing their employers to either raise wages, shorten the hours of labour, or any other dictation they may think of.

II.—Effect on the Rate of Wages.

Question 1. The whole aim of the trades union has been to raise the rate of wages, with little regard to the quality of the work.

Question 2. In my opinion the effect of trades unions on the rate of wages has been to increase them.

Question 3. According to my experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is to bring about dissatisfaction, discontent, and demoralization.

Question 5. It is the case that the unions render wages more equable in different parts of the country.

Question 6. They are instrumental in effecting this object by the following mode of procedure: Having succeeded by a strike in one town, they go on to another and make the rise in the former a reason why the same rise should be given in the latter.

Question 7. In the case of strikes the single men are usually drafted off, and the married ones get an allowance.

Question 8. Workmen proceeding to a different part of the country are admitted to work there on joining the union, but are not allowed to go where a strike is on. In those places pickets are placed to watch the employers' shops, to prevent men applying for work, and those willing to work from doing so.

Question 9. If a workman comes to a town where he has not before been working, and does not belong to the union, he must at once join, paying a fine, which they will take in instalments. If he refuses to join, the men make the shop unpleasant for him, he leaves, and the employer does not know the cause. (See illustration given in answer to question I. 3.)

III.—Strikes and Lock-outs.

Question 1. Strikes which took place in the spring of 1865 and the autumn of 1866 have come under my observation.

Question 3. The object immediately aimed at by the persons engaged in the strike of 1865 was an increase of wages for making garments; and in that of 1866 to prevent the use of sewing machines.

Question 4. In 1865, in consequence of no organization of the employers, and the busy season, we had to give in in about eight or ten days; in 1866 the strike lasted five or six weeks.

Question 5. The object aimed at in the strike of 1866 was partially accomplished. They will now work with the machine, but they are to have one half its earnings; the employers to find machine, machinist, rent, &c. for the other half.

Question 7. Very few new men were introduced in consequence of the strikes; the picket system prevented it.

Question 8. Owing to the strength of the union we were almost obliged to take on again the principal portion of the men who had gone out on strike.

Question 9. The employers suffered material loss, by increased expense loss of business, and loss of customers, but none permanently closed to my knowledge.

Question 19. In 1866, when the men struck against those shops using sewing machines, those employers not using machines unanimously locked their workshops in support of masters struck against.

Question 11. The strikes were organized by the workmen's union.

Question 12. Up to the strike in 1865, the rate of wages was 27*s.* per week; at the time of the strike in 1866, it was over 30*s.* per week to steady fair workmen.

Question 13. Allowances were made to the workmen on strike, but I cannot state the amounts given.

Question 14. The allowances were defrayed by levies on other towns where the men were in work, and from accumulated funds.

Question 15. There were within my knowledge instances of intimidation or molestation of workmen not taking part in the strikes.

Question 16. There were not within my knowledge any instances of intimidation or loss suffered by the persons engaged in the strikes at the hands of their employers.

Question 18. The effect of the strikes on the trade generally was to raise prices.

Question 21. The rise of wages gained by the first-mentioned strike has proved permanent, and we are paying it now.

Question 22. The amount of the rise in wages which was gained was about 10 or 12 per cent.

Question 23. Workmen not taking part in the strike were affected by it. Mr. Kidson, tailor, of Piccadilly, in this city, had some of his men so frightened that they dare not come to work, though willing to do so.

Question 24. There has not been one instance within my knowledge in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed.

IV.—Effect on Trade.

Question 1. So far as my experience has extended, the effect of the interference of trades unions has been in my own trade to increase ready-made shops, and to cripple the best trades, and generally to drive work out of the town and encourage the "sweatening" system.

Question 2. I am not able to mention any instances in which in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred.

V.—Courts of Arbitration.

Question 1. It is in my opinion decidedly desirable that courts of concilation or arbitration, composed of employers and workmen, should be constituted for settling disputes.

Question 2. Such courts should be constituted of equal numbers of masters and men.

Question 3. Questions of wages could advantageously be be determined by such courts.

Question 4. I should propose that the jurisdiction of such courts should be compulsory at the instance of either party.

Question 5. I do not think that the jurisdiction of these courts with respect to the matters within their jurisdiction should exclude the jurisdiction of the ordinary courts of justice.

Questions 6, 7. I think that the court should in each case be composed of employers and workmen belonging to the branch of industry in which the dispute had arisen, that each trade may settle its own matters.

Question 8. I should propose that the court should be summoned as often as required.

(33.) Answers by Messrs. W. B. & N. Smith, Birmingham.

(33.) W. B. & N. Smith.

I.—Objects of Trades Unions.

Question 1. The institution of trades unions, according to our experience, has certainly not tended to facilitate or improve the dealings and relations between workmen and their employers. We have now to treat with unions instead of men. The effect of the unions has been to deprive a man of his individuality in dealing with his employers, and we are often prevented from closing with the men when nothing but the arbitrary dictation of the union has prevented it.

Question 2. There are no leading questions between the employer and the workmen in the decision of which we think the action of the union operates beneficially for the workmen, unless in the wages of inferior men. We have always found in dealing with men or their delegates that the unions put them under restraint, and frequently prevent them acting according to the dictates of their own reason and common sense.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under our observation has been, with respect to wages, to raise them artificially; with respect to the hours of labour, to limit them; with respect to apprentices, to keep down the number; with respect to piecework, to prevent it altogether; with respect to overtime, to prevent it as far as possible by increasing the cost; and with respect to non-union men, indirectly to prevent their employment.

Question 4. According to our experience, the effect of the policy of trades unions has been to cause gain to the unskilful workmen, loss to the skilful; to cause increase in the cost of labour, and to make it fluctuating and un-

E.
Answers to General Questions.

(33.) W. B. & N. Smith.

certain, and to restrict trade by unnatural imposts and fettering free action.

Question 5. The plans of business of the employers of labour are interfered with under the direction of a trades union. We are very seldom free from the influence of the unions. As far as possible they dictate *whom* we shall employ, *how* long they are to work, *what* we are to pay them, to *whom* we shall give our instructions, and in *what manner* the work shall be done.

Question 6. The influence of unions is brought to bear in a thousand ways; in fact, they would have more to do with the management of a business than the head of a concern himself, and dictate frequently to principals which way work is to be done.

Question 7. Trades unions have certainly generated in the minds of the men an independent spirit, or rather spirit of antagonism, which is carried beyond all reasonable limits, and have obliterated the regard for an employer's interest which certainly had some existence in former times.

Amalgamation of Unions.

Question 8. In our opinion the effect of the amalgamation or association of trades unions one with another would be to increase and intensify all the foregoing evils, for the union is always one-sided, despotic, and arbitrary, and has no qualifying or compensating element in it.

Question 9. The advantages to unions of amalgamation are affected by the proximity or remoteness of the unions so amalgamated only so far as promptness and decision in action may go.

Question 10. A trades council operates in no case beneficially for the workmen or employers, unless it is in uniformity of conduct, for under the direction of their council the men act altogether, right or wrong. This is in reference to a one-sided council only; a council of employers *and* men would perhaps be a different thing altogether.

Amendment of Law.

Question 14. The present law relating to combinations among workmen or their employers is defective in being powerless to enforce conformity with any rule, arbitrament, or engagement between employers and workmen unless in cases of stamped agreements, which are not possible in every case.

Question 15. The amendment which we would propose is a law to establish courts of arbitration or conciliation, and to make their decisions binding on both sides.

II.—Effect on the Rate of Wages.

Question 1. The aim or policy of the council of such trades unions as have come under our observation has been, with reference to the question of wages, to raise them artificially above the limit warranted by supply and demand, and to prevent men optionally taking what is offered or is agreeable and satisfactory to them.

Question 2. In our opinion the effect of trades unions on the rate of wages has been in the direction indicated above, free trade in labour being thereby prevented.

Question 3. According to our experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is to make the unskilful still more indifferent, the skilful man dissatisfied, to put a premium almost on apathy and indolence, and to lessen the reward due to merit.

Question 4. A rate of wages thus fixed tends to the deterioration of workmen generally. There are more unskilful men now than there were 20 years ago in proportion to the whole number.

Question 5. It is not the case that the unions render wages more equable in different parts of the country. There is a greater difference between the minimum and maximum rate of wages in England now than ever there was.

Question 6. Unions raise the wages in districts under their influence, or where there is a pressure for labour, and have effect in places not under their control.

Question 7. The first principle of the councils of unions being to raise wages, they naturally pick out places where there is a demand for labour, and keep their members away till their demands for increased pay are complied with.

Question 8. With respect to workmen quitting a part of the country where work is slack in order to obtain employment in another part, if there is no strike or other trade movement, a stranger coming to a place is not interfered with, but in case of a strike or movement he must keep out of the way, and would be paid for doing so, or he must join the union.

Question 9. So far as our experience, extends the conduct of members of a union towards other workmen in a town where they have not before been working is to compel them to join the union immediately, or to fine them heavily for not being members.

Question 10. There is difference in the treatment of non-union and union men under such circumstances. The advantages are all with the union men, but it tells or is shown in endless and in inconceivable ways.

III.—Strikes and Lock-outs.

Question 1. All the strikes and lock-outs in the building trade for the last 30 years have come directly under our observation.

Question 3. At the commencement of the above period, the strikes were against machinery; latterly, they have been for a continuous rise of wages and diminution of the hours of labour.

Question 4. The duration of the strikes varied from a week or two to three or four months.

Question 5. Sometimes the strikes or lock-outs were successful, sometimes they ended in a compromise.

Question 7. New men were not introduced in consequence of the strikes or lock-outs. New men in such cases know better than to step in; a few strangers sometimes come in, but after the strike is over the neighbourhood is generally made "too hot" for them.

Question 9. It would be difficult to trace the close of any establishment to any particular strike, but the disturbance they create has resulted in loss and ruin to many. Some contracts have changed hands, to the loss of the original contractor, and we are all obliged to be very careful in entering upon new ones.

Question 10. The union generally decide what the men shall do. The masters seldom act in association; in this town they generally give way.

Question 13. We cannot state what were the allowances made to each workman on strike or lock-out; probably half or two-thirds his usual earnings.

Question 14. The source from which these allowances were derived was the contribution of the trade throughout the country.

Question 15. There were within our knowledge instances of intimidation or molestation of workmen not taking part in the strike, by picketing, invective, curses, and threats, and every influence short of assault, and sometimes by violence.

Questions 16, 17. There were not within our knowledge any instances of intimidation, loss, or annoyance suffered by the persons engaged in the strike at the hands of their employers. We prefer employing any man to the ring-leaders in these movements; but still all the delegates, executive, committee men, and pickets, we believe, are employed in the town.

Questions 18, 19. The effect of these strikes or lock-outs has been a check upon the trade in every way, as well as upon the other branches of trade dependent thereon.

Question 20. As regards the result of the several strikes which have taken place, the masters have had to succumb in every case except one, when the men struck against the decision of an arbiter of their own selection; then we beat them.

Question 21. Where the object gained was a rise of wages, the rise gained has proved permanent.

Question 23. Workmen not taking part in strikes were kept out of work. If they did not join the union, they were afraid to interfere till the dispute was settled.

Question 24. There is no instance within our knowledge in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed.

Question 25. There have not been within our knowledge any recent instances of strikes to resist the introduction of machinery. Masons will not have it, to a certain extent, and we do not press it.

IV.—Effect on Trade.

Question 1. So far as our experience has extended, the effect of the interference of trades unions on manufacturing operations and upon trade generally has been to limit trade, to check enterprise, to restrain speculation, and to drive some of the trade out of the country.

Questions 2, 3. There have been instances in which in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred, but we know them only by report. We cannot give particulars.

Question 4. When trade has been brisk, the total amount spent in wages of labour for the same amount of work has been greater over an equal period after the strike than before; but we think the increased cost of labour has checked speculation and induced persons to have necessary work only done.

Questions 5, 6. There has not been of late years much increase of foreign competition in the building trade, unless it is in ironwork, glass, and joiners' work.

Question 10. There have been instances in which capitalists have transferred their capital, or some portion of it, to the continent, but we know them only by report.

V.—Courts of Arbitration.

Question 1. It is in our opinion desirable that courts of conciliation or arbitration should be constituted for settling disputes between employers and workmen.

Question 2. Such courts should be constituted of equal numbers of representatives of employers and workmen, with an independent chairman with a casting vote.

Question 3. All questions of trade regulations, prices, hours of work, &c. could advantageously be determined by such courts.

Question 4. We should certainly propose that the jurisdiction of the courts should be compulsory, or they would be useless. We have had already a strike against a decision of an arbiter for want of this.

Question 5. The jurisdiction of these courts should not exclude the jurisdiction of the ordinary courts of justice in criminal cases, but only in the case of trade rules.

Question 6. In the building trade a court would be wanted for general questions, and another court for each branch of that trade.

Question 7. In questions affecting a branch of the trade, the court should consist of employers and workmen in that branch. In the court for general questions, all branches should be represented.

Question 9. The expense of such courts should, we think, be defrayed by each side paying its own costs.

Co-operative Societies.

Question 10. We have not had any experience of the working of co-operative societies.

Question 11. The opinion we have formed as to their advantages to the working classes is that they are very good in some things, say in cases of buying and selling necessaries, as coal, flour, groceries, &c.

Industrial Partnerships.

Question 12. As regards industrial partnerships such as those of Messrs. Briggs and Messrs. Head, we think that they are not so much "co-operative" as an extension of the partnership or shareholding principle, and we see no reason why they should not work well. We think complete subordination can hardly exist under such a system.

Question 13. The principal difficulty in the way of the successful working of such industrial partnerships is that of keeping up the strong personal interest required to keep a concern going and profitable.

Amendment of Law.

Question 14. The present law relating to arbitrations requires amendment, we think, merely to make the decision of the courts above alluded to binding on both sides.

Question 15. We know of nothing in the present law of partnership to prevent the experiment of industrial partnerships and co-operative societies to be fairly tried.

(34.) Answers by Mr. John Stevenson, of the firm of Stevenson, Jaques, & Co., Achlam Ironworks, Middlesbrough.

(34.) John Stevenson.

I.—Objects of Trades Unions.

Question 1. The operation of trades unions has produced antagonism between workmen and employers, which renders dealings between them more difficult than before.

Question 2. The leading questions between the employer and the workmen in the decision of which I think the action of the union operates beneficially for the workmen are those of wages, hours of labour, and the restriction of work done.

Question 3. The object of the rules or the policy of the council of such trades unions as have come under my observation has been, with respect to wages, to raise them; with respect to the hours of labour, to shorten them; with respect to the employment of non-union men, to discourage it.

Question 4. According to my experience, the effect of the policy of trades unions has been to the disadvantage of the workmen, although for a time apparently to their advantage; has been opposed to the interests of the employers; and has been to the disadvantage of trade generally.

Question 5. Cases have come under my observation in which the plans of business of the employers of labour have been interfered with under the direction of a trades union.

Question 6. On several occasions strikes for advance, or in opposition to reduction, of wages for ironworking, and for advance of bricklayers' and labourers' wages, and also strikes for the object of displacing foremen who have come under the displeasure of workmen, have taken place under my observation.

Question 7. According to my observation, the effect of trades unions on the character and the well-being of the workmen has been that workmen have relied on the power of unions for procuring them a high rate of wages, irrespective of their skill and personal exertion; consequently they have become indifferent as to excelling one another in handicraft and execution of more than a minimum amount of labour.

Amalgamation of Unions.

Question 8. In my opinion, the effect of the amalgamation or association of trades unions one with another is increase of power in the hands of the unions for enforcing their own terms and thus outliving the resistance of individual employers, and for maintaining excessive rates of wages.

Question 9. Unions are generally organized for separate districts and manage their own affairs, simply seeking monetary aid from others in case of need; hence distance is no great object in respect of amalgamation.

International Unions.

Question 11. I am aware of instances in which attempts have been made to form international trades unions.

Question 12. An international union was proposed to this country and to Belgium, for the purposes of meeting the workmen to agitate for an advance in wages, when it was found that the effects of a long strike on consumers here were migitated by the supply of iron at a price which the cheap labour in Belgium enabled the manufacturers there to afford during suspension of production in the Cleveland district.

The tailors of London, France, and Germany are now seeking to establish someting like an international union.

Amendment of law.

Questions 14, 15. I would propose to amend the law by making it unlawful to combine for raising or reducing wages, letting the rates be regulated by the law of supply and demand. This applies to both employers and workmen.

II.—Effect on the Rate of Wages.

Question 1. The aim or policy of the council of such trades unions as have come under my observation, with refence to the question of wages, has been to raise wages in time of good trade, and to resist reduction on depression of business.

Question 2. In my opinion, the effect of trades unions has been to raise the rate of wages to an excessive figure in good times.

Question 3. According to my experience, the effect of a uniform rate of wages, fixed without reference to the merits of the individual workman, is to bring all workmen to a level, and as an inferior workman cannot be raised to the level of his superior, the latter must come down to the lowest standard.

Question 4. A rate thus fixed tends to the deterioration of workmen generally.

Questions 5, 6. I have never known a case in which unions have proposed to reduce wages in one part of the country to make them even with those in another. Their plan of operation generally is to single out a firm or district for battle ground, and on succeeding in enforcing a rise of wages to make other firms and districts do likewise.

Question 7. Committees or councils of unions do not encourage transfers of workmen, but whenever there is a strike they do all they can to induce men to keep away.

Questions 9, 10. So far as my experience extends, the conduct of members of a union, towards other workmen in a town where they have not before been working, is to induce them not to work, and to pay their railway fare out of the district, *i. e.*, in case of strikes. No union man would go near a place where there was a strike; in ordinary times I believe he would be subsidized and afforded a "pass" to another place.

III.—Strikes and Lock-outs.

Questions 1-6. Two strikes have come under my observation: (1) a strike of blast furnace men in Cleveland in 1866, and (2) a strike of blast furnace-men, puddlers, and millmen in the same year.

(1.) The strike of the blast furnace-men was for a rise of wages and a uniform rate of payment for all kinds of iron make. It lasted six weeks, and in the result the object aimed at was accomplished as regards wages, but not as regards uniform payment for all qualities. The number of men concerned in the strike was 1,000.

(2.) The strike of the blast furnace-men, puddlers, and millmen, in the same year, was against a reduction of wages on depression of trade. Most of the blast furnaces in the district stood one month, and all the rolling mills five months. The object aimed at in the strike (in which 12,000 men were concerned), was not accomplished.

Questions 7, 8. In the case of the second-mentioned strike, new men were introduced into the rolling mills, and

E. Answers to General Questions.

(34.) John Stevenson.

there the rates of wages were reduced considerably below those at first offered to the men who struck. Many of the men on strike were permanently driven out of the district by the newcomers.

Question 9. In consequence of the strikes many contracts were given up and certain departments of work were kept idle for a number of months.

Questions 10, 11. The workmen struck by direction of their unions, by whom the strikes were organized.

Question 13. An allowance was made to each workman on strike; on an average 3*s.* per week.

Question 14. The men's own union afforded the allowance for two weeks, and the remainder was granted by other unions and collected from various sources.

Question 15. Within my own knowledge there were at Wilton Park Ironworks instances of intimidation or molestation of workmen not taking part in one of the strikes.

Question 16. There were not to my knowledge any instances of intimidation, loss, or the like, suffered by persons engaged in either of the strikes at the hands of their employers.

Questions 18, 19. The strike occurred on depression of trade after the panic, and lasted so long that orders on hand were withdrawn, and since then there has been little to do in the trade, and prices have by degrees got lower and lower. In my opinion, if the strike had not taken place, the hands here might have been kept pretty well employed at fair prices, and the opportunity would not have been afforded for competition from other quarters. The district mainly depends on the iron trade, and during the strike all other branches of trade were paralyzed and have not yet recovered.

Question 24. There has not been within my knowledge one instance in which the combination resulting in a strike has been wholly voluntary, and in which dissenting members of the union and non-union men have been freely allowed to accept the terms against which the strike was directed.

Question 25. There have not been within my knowledge any recent instances of strikes to resist the introduction of machinery.

IV.—Effect on Trade.

Question 1. So far as my experience has extended the effect of the interference of trades unions on manufacturing operations has been to increase the cost of production by raising wages, and to place manufacturers at a disadvantage in competition with others not subject to the same influences, and further to deter employers from undertaking contracts on account of the uncertainty of their men continuing to work and the uncertainty of the wages they would have to pay.

Questions 2, 3. I know of works which have been placed on the co-operative principle on account of the action of strikes, and capitalists who would have withdrawn their capital if they could have done so. The works referred to are Messrs. Fox, Head, & Co.'s, Middlesbrough, and the movement arose out of a 20 weeks' strike in 1866.

Question 4. With respect to that strike, the total amount spent in wages of labour was very considerably less during a given period after the strike than it was during an equal period before the strike.

Question 5. It is within my knowledge that in some branches of industry there has been of late years an increase of foreign competition.

Question 6. This has been the case in engineering works, in iron manufacture, and in joiners' work. Strikes and high wages at home are the causes to which it is to be attributed.

Question 9. The action of the Great Eastern Railway Company in respect of locomotive engines is an instance of contracts for work which used to be executed in this country being taken by foreign houses.

Question 10. I understand that a company is being formed for operation in Belgium which supplies an instance of capitalists transferring their capital or portions of it to the Continent.

(35.) Answers by Mr. John P. Turner, of the firm of Hammond, Turner, and Sons, Button Manufacturers, Birmingham.

(35.) John P. Turner.

I.—Objects of Trades Unions.

Question 2. The leading questions between the employer and the workman in the decision of which I think the action of the trades unions operates beneficially for the workmen, are the rate of wages and the employment of new or unskilled hands.

Question 4. As a rule, the workmen have by means of the unions succeeded in protecting their own interests, without, at any rate, *direct* injury to the employer or the particular trade generally that may have come under my observation.

Questions 5, 6. Cases have frequently come under my observation in which, on a small scale, the plans of business of employers have been interfered with under the direction of a trades union. But I have never experienced any cases on an extended scale, and it would be difficult to state particulars here. The general impression left on my mind is indicated in my answer to question No. 4.

Question 7. According to my observation, the best men certainly as a rule belong to the union.

Amendment of Law.

Questions 14, 15. A tribunal of commerce, or a sort of court reference for the settlement of disputes between commercial men, would in many, indeed in most, such cases be far better than our law courts for such ends, and without the serious expenses entailed in the latter. Such a court might also be available for disputes between master and men, and no doubt by mutual consent often would be, if such existed. Parties need not be compelled to appear before such a court, but if they elect to do so, its decision should be legally binding. I suggest this as a matter that has always seemed to me an useful institution; a want which other countries possess, but which England, the greatest commercial country in the world, is without.

II.—Effect on the Rate of Wages.

Questions 1, 2. The aim or policy of the council of unions as have come under my observation, with reference to the question of wages, has been to maintain or to advance them, and in this aim they have succeeded.

Question 3. A uniform rate of wages, fixed without reference to the merit of the individual workman, is absurd in itself and bad in its effect; but as in my experience all wages have been by piecework, this point is of no importance, as a bad workman of course will earn less than a good one.

III.—Strikes and Lock-outs.

Question 25. There have not been within my knowledge any recent instances of strikes to resist the introduction of machinery. In my experience the union decrees have usually been acceded to without opposition of a serious character on the part of the employers, so that I cannot say anything particular about strikes.

IV.—Effect on Trade.

Question 2. I am not able to mention any instances in which, in consequence of a rise of wages enforced by a strike, or the threat of a strike, capital has been withdrawn from the branch of industry in which the strike occurred.

Questions 5, 6. It is within my knowledge that in some of the branches of industry of this country there has been of late years an increase of foreign competition. In my own trade, that of button making, for instance, but from fair competion, not in any way affected by trades unions.

V.—Courts of Arbitration.

Questions 1, 2. It is in my opinion desirable that courts of concilation or arbitration should be constituted for settling disputes between employers and workmen, but they should, I think, include among their members, parties having commercial experience who are neither employers nor workmen. (See answers to questions I. 14, 15.)

Question 3. Any questions which both parties should agree to refer to the courts could be advantageously determined by them.

Question 4. I should not propose that the jurisdiction of such courts should be compulsory at the instance of either party.

Question 5. I think that the jurisdiction of the arbitration courts, with respect to the matters within their jurisdiction, should exclude the jurisdiction of the ordinary courts of justice. Generally, I think commercial tribunals far better than legal ones to decide trade disputes, as they depend not upon legal but upon equitable points, the merits of which can best be appreciated by those having commercial experience.

Question 6. In each district I think that the same court should have jurisdiction to settle disputes arising in all branches of industry. A court at Manchester should not settle disputes arising at Birmingham, nor *vice versâ;* but a Birmingham court might settle disputes in all local trades, and there might be a central court in London for such as could not be considered local trades.

Question 9. The expense of such courts should be borne by each locality possessing one.

F.

CORRESPONDENCE WITH HER MAJESTY'S MISSIONS ABROAD REGARDING INDUSTRIAL QUESTIONS AND TRADES UNIONS.

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I. DESPATCH addressed by LORD STANLEY to LORD HOWARD DE WALDEN.†

MY LORD, Foreign Office, January 17, 1867.

THE extent to which foreign industry and production now competes with that of England has of late attracted much attention in this country, and it has been publicly stated that increased production abroad, by diminishing profits at home, is tending seriously to affect British commercial interests, and possibly to divert British capital to a more profitable scene of operations.

The comparatively matured industry and commercial enterprise of England is now brought into active competition with that of foreign countries, which is daily becoming more developed in proportion as nations emerge from the stagnation consequent on internal troubles, a state of war, or of chronic misgovernment.

National resources which have long lain dormant are now brought into productive existence, and the increased faith reposed in the stability of institutions is giving a surer basis for commercial enterprise.

Irrespective, therefore, of any questions as to abstract matters of commercial policy, causes are at work which must influence the mutual relations of nations so far as commercial intercourse is concerned; and it becomes a matter of great interest to ascertain the true facts as regards the productive and commercial development in progress abroad, as regards the results which such development is producing on prices and on wages, and specially as regaras the position and prospects of those branches of foreign industry which come most immediately into competition with those of this country.

I have called your Lordship's attention to these points in oorder that you my the better understand the object with which I now place in your hands the enclosed memorandum, setting forth generally the nature of the information which I should be glad to receive from you both as to the special matters to which I have referred and to others which are naturally connected with them; and in instructing your Lordship to report on these points I have only to add that I shall receive with pleasure any further details bearing on the subject which the local information of your legation may be in a position to supply.

Your Lordship will understand that while I am desirous to receive a report on these subjects, you will be at liberty to furnish it at such time as may not interfere with the other business of your legation.

I am, &c.
(Signed) STANLEY.

Enclosure in the foregoing Despatch.

Memorandum.

1. In what particulars has the greatest progress been made during late years in developing the natural resources and the productive industries of Belgium?

2. What have been the consequent results as regards the export trade of Belgium, and specially trade with England?

3. What has been the effect of such increased industrial activity on wages, and on the price of primary articles of consumption? Has there been difficulty in meeting an increased demand for labour, and has that demand been supplied by any displacement in the labour market; as, for instance, by the diversion of labour from agricultural to manufacturing pursuits, or by the introduction of labour from foreign countries?

4. Has an increase in the manufacturing and industrial activity of Belgium been accompanied by combinations amongst the working classes of the nature of trades unions for the purpose of influencing wages? Have such combinations been extended so as to embrace matters of political interest; and are there any legislative provisions which regulate their existence or operation?

5. Do co-operative societies exist to any considerable extent amongst the working classes in Belgium, whether as regards co-operation amongst them alone, or in combination with employers? and have the results of such principle of co-operation been in favour of an extension of the system?

* This letter, which is here inserted side by side with Lord Howard de Walden's other letters upon the same subject, was not included (as may be gathered from Mr. Egerton's letterwhich precedes it) in the correspondence which has been already published (see *Eleventh Report*, para. 7, p. viii.).

† Similar instructions were addressed to Mr. Fane at Paris, and to Mr. Morier at Darmstadt.

F. FOREIGN OFFICE CORRESPONDENCE.

I. *Industrial Questions.*

II. CIRCULAR addressed by LORD STANLEY to Her Majesty's MINISTERS IN EUROPE and the UNITED STATES.

Foreign Office, April 3, 1867.

A ROYAL Commission having been appointed to inquire into the action of Trades Unions, I have to instruct you to furnish, with as little delay as possible, a full report for the use of the Commission on the working of any Trades Unions which may exist in , comprising all the information which it is in your power to obtain, relative to the laws affecting combinations of workmen, strikes, &c.

The Royal Commissioners also desire to be furnished with the names of any persons, whether employers or workmen, on the Continent who can give them information upon these subjects.

I am, &c.
(Signed) STANLEY.

I.—REPORTS respecting the PROGRESS of FOREIGN INDUSTRY and PRODUCTION, CO-OPERATIVE SOCIETIES, &c.

Belgium.

BELGIUM.

No. 1.

LORD HOWARD DE WALDEN to LORD STANLEY.
(Received February 13.)

MY LORD, Brussels, February 11, 1867.

THE nature of the answers your Lordship instructed me to furnish to the questions sent to me in your Lordship's despatch of the 17th ultimo was so important, that I had to address myself for reliable information to the Department of the Interior, and through the obliging assistance of the Director-General of the Industrial section of that Department, I am enabled to afford the explanation desired in the form of answers to the questions put seriatim on the several matters, and which I herewith enclose.

There can hardly be a difference of opinion about the industry of this country being able to compete in several branches of manufacture with that of Great Britain, very successfully in the foreign and to some extent even in the home markets. The progressive improvement in the character and extent of Belgian manufactures has of late years been very great. This may probably be ascribed to the intelligence of heads of establishments in availing themselves of the advantages afforded to them by the example and resources of machinery of other countries, and in many instances to the instruction derived from skilled foreign workmen, who have been at times engaged partly to direct and partly to instruct the Belgian workmen.

The characteristics of the Belgian workmen are steadiness and perseverance, combined with great intelligence in working after models; their habits are not so expensive as those of English artificers; their diet is more humble—they consume less meat, and their bread is seldom purely wheaten or white in quality. Rye and the cheaper quality of wheat called "epeautre" enters in great proportion into the composition of the loaf; beer and spirits are both lower in price than in England; they seldom use tea, and the chicory root constitutes a very economical and wholesome substitute for coffee.

Instead of coals and open grates, closed stoves and artificial fuel, made of mere dust of coal and clay worked into lumps, are universally in use.

The system of schools for infants from two to seven years, and from seven to twelve years, is very general, and affords great facilities—the children been cared for—to both their parents to occupy themselves in daily service, and by combined industry to ameliorate the condition of their family. In all these respects, therefore, the necessaries of life being the base of wages, the Belgian enjoys advantages over the British workman.

In general there is no antagonism between masters and men. The terms for services are entirely voluntary; consequently combination for strikes are very rare, except in the mining districts, where, however, they are by no means uncommon, though the people are comparatively better paid This is difficult to be clearly accounted for, though perhaps the fluctuations in the coal market, and the very great differences in the relative value of coal products, may mislead the workmen as to the rates which it may be supposed the proprietors can afford, and may be brought under dictation to pay. The law prohibits actual coalition between workmen with a view to increase of wages, under a penalty of one to three months imprisonment; as it does, indeed, also between masters for reduction of wages. This affords some check to the influence of the turbulent in organizing serious combined action.

The industry in which the Belgian can best compete with that of Great Britain is perhaps that of fire-arms manufacture. This dates from ancient times. Liége has always enjoyed a reputation for its arms, and almost all countries have at times drawn heavy supplies from her.

Formerly the cheapness of the Liége produce was the main temptation to prefer that market, but of late the manufacturers, having met with encouragement in regard to prices, are making admirable arms of the highest class, vieing in excellence with the best of other countries, and of which some beautiful specimens will be seen in the Paris Exhibition.

The construction of machinery has also assumed very extensive proportions, and in that branch of industry is become a distinct competitor with the British manufacturer. The admission, free of duty, of parts of machinery difficult to be made in this country has been of the greatest utility to the Belgian, and of which he takes the fullest advantage.

In all works composed of sheet iron, such as stoves or fireplaces, the Belgian workman seems to be remarkably skilful; but it is strange that in other branches of small work for wrought iron, ordinary ironmongery, &c., &c,, they are behind most countries. A good lock and key of the country is not to be found, and it is actually cheaper to buy a good English lock and key together than to have a most ordinary key alone made here for a common lock.

The industry of blacksmiths and farriery is most rude, and such a thing as a tolerable horseshoe is not to be seen; the same may be said of all agricultural implements in use throughout the country, ploughs, carts, waggons, &c., &c.; yet the carriage-building is perhaps an industry in which they are eminently successful and greatly excel.

I notice this circumstance, as it may reasonably be inferred that it is mainly in branches of industry destined for foreign countries, under the stimulant of competition, that the late striking and successful progress has been realized.

The glass-blowing industry has long been a remarkable one in the neighbourhood of Namur, and from cheapness of price (though somewhat defective in shape and colour), has established an extensive foreign demand for its products.

The improvement in the manufacture of looking-glasses within only a few years has been such as to rival the productions of plates in respect to size and beauty of colours, and price, with any similar produce of the world.

The cloth products of Verviers will compete with those of any country, except perhaps for the very finest and novel qualities mainly affected by taste and fashion.

The cotton industry till of late years was neglected, but owing to the falling off of the demand for linen manufactured in the Flanders from handspun thread, several cotton factories have been started and are in work, in some of which the best English machinery has been erected. In one of the cotton manufactories first brought into operation, an English foreman of great intelligence was placed at the head of it, and a considerable number of skilled women were brought from Belfast.

The Belgian manufacturers rarely work on speculation, their operations are usually restricted under orders and contracts; if their profits are not very great their losses are of rare occurrence, and for this reason they have been enabled to weather storms of financial and commercial crisis which have been overwhelming in other countries. Customers seem to have confidence in them, and relations when once established are seldom forfeited on account of cause for dissatisfaction in business transactions.

Although from the size of Belgium she can hardly be a very formidable competitor with the productive industry of Great Britain, yet the fact that she is a rival and that she turns to account the comparative advantages she enjoys from the persevering and economical character of her labour resources is not to be disregarded; for naturally as circumstances arise which may cripple the operations of the British manufacturer, she will not be backward in taking advantage of them to the benefit of her own industry, and when once known and enabled to obtain a footing in foreign markets she is not likely to be superseded.

I have, &c.
(Signed) HOWARD DE WALDEN AND SEAFORD.

Enclosure in No. 1.

Memorandum.

Question 1. In what particulars has the greatest progress been made during late years in developing the natural resourses and the productive industry of Belgium?

Answer. Among natural resources of Belgium, the principal are coal, stone, and iron ore.

Among productive industries, the working of metals in general (and particularly the construction of machinery), of glass, beetroot sugar, fire-arms, the dressing and weaving of flax, and fabrication of woollen goods.

Q. 2. What have been the consequent results as regards the export trade of Belgium, and especially trade with England?

A. The development of the principal manufactures in Belgium has naturally exercised a great influence on the general export trade, which has been increasing rapidly for many years and has caused a considerable increase of labour in the mines and factories.

As regards trade with England, the increase has been chiefly in the above-mentioned exports, consisting chiefly of spun flax, spun wool, window glass, and fire-arms; a detailed account of these is to be found in a report published annually by the Minister of Finance, and regularly transmitted to the Foreign Office.

Q. 3. What has been the effect of such increased industrial activity on wages, and on the price of primary articles of consumption? Has there been difficulty in meeting an increased demand for labour, and has that demand been supplied by any displacement in the labour market, as, for instance, by the diversion of labour from the agricultural to manufacturing pursuits?

A. The increased industrial activity has naturally produced a corresponding increase in wages, as well as in the prices of raw material. Several establishments could yield a greater produce had they but a sufficient amount of hands at their disposal. The demand for workmen, particularly in the coal mine districts, has raised great pretensions on their part, and has led to several strikes, which, however, have fortunately lasted but a short time, owing to the concessions usually made by the masters.

The development of the manufacturing element has not diverted any considerable number of workmen from agricultural pursuits, neither has it caused any extensive introduction of foreign workmen into Belgium. The agricultural labourers are generally well paid, and if on the one hand some few foreigners come to Belgium in search of employment a considerable number of Belgians leave their country for the same object, thus affording compensation.

Q. 4. Has an increase in the manufacturing and industrial activity of Belgium been accompanied by combinations among the working classes of the nature of trades unions, for the purpose of influencing wages? Have such combinations been extended so as to embrace matters of political interest, and are there any legislative provisions which regulate their existence or operation?

A. Associations have occasionally been formed among the workmen with a view of maintaining and increasing the rate of wages, but up to the present moment they partake of no political character, and are not affected by any legislative provision. Freedom of association is assured by the Belgian constitution.

Q. 5. Do co-operative societies exist to any considerable extent amongst the working classes in Belgium, whether as regards co-operation amongst them alone, or in combination with employers? and have the results of such principle of co-operation been in favour of an extension of the system?

A. There are but five or six so-called co-operative societies in Belgium, formed on the plan of the popular German banks, and a few associations modelled on the Pioneer Society at Rochdale.

As these societies are of recent formation, it is not possible as yet to judge of their results in a co-operative point of view.

No. 2.

Lord Howard de Walden to Lord Stanley.
(Received February 13.)

My Lord, Brussels, February 11, 1867.

With reference to my previous despatch I have the honour to transmit a copy of a work on the state of the industry and commerce of Belgium and of the institutions connected with it.

This document contains the fullest and most varied information upon the industry of the country. Unfortunately, it embraces only the period from 1850 to 1860, being a ten-yearly statistical compilation; but, nevertheless, it affords an infinity of instructive details of the utmost interest, not only as regards the rapid progressive development which has of late years attended many important branches of Belgian industry but of the measures, legislative and administrative, which tend to regulate and promote the well-being of the manufacturing classes.

The principal subjects worthy of attention independent of the statistical matter are perhaps those hereafter enumerated:—

1. Council of Industry.
2. Professional Model Schools of Apprenticeship.
3. Association of Mutual Assistance.
4. Rewards to Workmen.
5. Law against Industrial Coalitions.
6. Council of Prud'hommes.
7. Institutions for Promotion of Commerce.
8. Bourses for Commercial Travelling.

Although these various institutions, as here constituted, might not be applicable to Great Britain, yet their action upon the trade of this country having been highly salutary, and having, no doubt, already given an impulse and direction to its industry, from which the most marked progressive benefits have resulted, and which is still in full development, they cannot fail to be of importance in appreciating the character of competitive rivalry to be contended with in foreign markets.

I have, &c.

(Signed) Howard de Walden and Seaford.

Enclosure in No. 2.

Extracts from a Work entitled "De l'Etat de l'Industrie et du Commerce en Belgique, et des Institutions qui s'y rattachent:" par M. J. Clerfeyt, Attaché au Ministère de l'Intérieur.

Conseil Supérieur de l'Industrie et du Commerce.—Inspection de l'Industrie.

Conseil Supérieur de l'Industrie et du Commerce.—Ce Conseil a été institué par Arrêté Royal du 27 Mars 1859.

Il se compose de délégués choisis annuellement par les Chambres de Commerce et de membres nommés par le Roi en dehors de ces colléges. Le nombre de ces derniers ne peut excéder le tiers de ceux qui sont choisis par les Chambres de Commerce.

Un Président et deux Vice-Présidents sont nommés par le Roi pour la durée de chaque session.

Un Secrétaire est attaché au Conseil; il est également nommé par le Roi.

Le Conseil donne son avis sur les affaires qui lui sont soumises par le Gouvernement.

Il discute, au point de vue de l'intérêt général, les vœux émis par les Chambres de Commerce.

Il délibère, en outre, sur les propositions relatives à l'industrie et au commerce, qui sont faites par les membres du Conseil, soit au nom des Chambres de Commerce, soit en leur nom personnel.

Les Ministres de l'Intérieur et des Affaires Etrangères fixent, de commun accord, l'époque de la réunion du Conseil en Assemblée Générale.

Les délibérations du Conseil sont publiées par les soins du Gouvernement.

Les fonctions de membre du Conseil sont gratuites. En cas de déplacement, il leur est alloué des frais de route et de séjour.

Un règlement, déterminant l'ordre des travaux du Conseil, a été arrêté, de commun accord, par les Ministres de l'Intérieur et des Affaires Etrangères, sous la date du 14 Mai 1859; il a été approuvé par le Roi le 15 du même mois.

Etablissements d'Enseignement professionel.

On connaît la haute utilité de l'enseignement professionnel. Soit qu'il ait pour but d'élargir le cercle des connaissances théoriques du travailleur, ou d'accroître son habileté pratique, il améliore la condition de ce dernier à tous les points de vue; il l'élève dans la hiérarchie du travail et le conduit par le bien-être aux idées d'ordre et de moralité; par l'influence de cet enseignement, l'esprit d'invention se développe chez l'ouvrier, le goût s'épure chez l'artisan, la connaissance qu'ils acquièrent du dessin leur permettant de réaliser leurs conceptions, de leur donner un corps pour ainsi dire, et de s'en rendre un compte bien exact. Au point de vue général, ce concours d'agents plus parfaits stimule la production et améliore les conditions dans lesquelles elle s'exerce, pour le plus grand intérêt du corps social tout entier.

Ce caractère de haute utilité qu'offre pour les classes ouvrières et l'industrie en général la diffusion des connaissances professionnelles, a été apprécie de bonne heure dans

quelques grands centres manufacturiers, où l'autorité communale a fait des sacrifices sérieux en vue d'ériger des écoles appropriées aux besoins particuliers des populations. Cet exemple n'a pas tardé d'être suivi par d'autres communes, siéges d'industries également importantes; les pouvoirs publics à tous les degrés se sont fait un devoir d'encourager d'aussi louables efforts. Aujourd'hui, que l'on peut juger du chemin parcouru, l'étude de l'ensemble de ces institutions ne laisse pas que d'offrir un vif intérêt.

Nous passerons en revue les diverses institutions d'enseignement professionnel que les besoins variés de l'industrie ont fait établir dans le pays. On comprend qu'à raison même de cette diversité, les bases d'organisation de ces établissements diffèrent, par certains côtés, de commune à commune. Cependant au point de vue du but qu'ils poursuivent et de la destination en vue de laquelle ils ont été créés, on peut les classer en deux catégories bien distinctes: les ateliers d'apprentissage, où se donne un enseignement industriel pratique du degré inférieur, et les écoles industrielles, à la fois théoriques et pratiques, qui constituent le second degré de l'enseignement professionnel.

Les ateliers d'apprentissage sont organisés sur des bases généralement uniformes; ils ont pour but exclusif de former des bons ouvriers pour le tissage; enfin, ils ont été institués spécialement en vue des populations Flamandes.

Les écoles industrielles offrent moins d'homogénéité; leurs principes d'organisation, leurs programmes d'études sont variables comme les nécessités auxquelles elles ont pour but de satisfaire, bien que dans toutes, à raison de la haute importance que l'industrie y attache, la connaissance du dessin professionnel fasse l'objet du cours principal; mais ce cours s'adresse ici plus particulièrement à la fabrication des étoffes et des tapis; là, à l'art du constructeur de machines; plus loins à la coupe et à l'appareillage des pierres, &c.

Il en est de même des autres branches d'enseignement. Quant au but, les écoles industrielles diffèrent des ateliers d'apprentissage, en ce qu'elles ont pour objet la propagation des connaissances nécessaires à l'exercice des arts et métiers en général; elles forment des contre-maîtres, des artisans, voire même des directeurs de fabrique. Voilà les principaux points qui caractérisent chacune de ces catégories d'institutions.

Il nous reste à les étudier l'une et l'autre d'une manière spéciale.

Ateliers modèles d'apprentissage.—Les ateliers modèles d'apprentissage, établis depuis 1841 dans les Flandres et le Hainaut, ont continué de fonctionner pendant la période décennale 1851–60, sauf certains changements survenus dans le cours de ces années, soit par la suppression d'ateliers nouveaux, soit par la suppression d'ateliers anciens.

On sait que ces institutions sont destinées à former des bons ouvriers par l'enseignement des meilleurs procédés connus dans certaines branches de l'industrie manufacturière, et spécialement dans les manipulations relatives à l'industrie linière, au tissage des toiles.

* * * *

Le Tableaux ci-après indique les différents genres de fabrication qui sont enseignés dans les ateliers, le nombre des ouvriers qui y sont occupés, celui des ouvriers qui ont été formés depuis la création des ateliers, et, enfin, le salaire moyen qu'ils reçoivent.

Genre de Fabrication.	Nombre d'Ouvriers occupés.	Nombre d'Ouvriers formés depuis la création des Ateliers jusqu'au 31 Dec. 1860.	Salaire Moyen.		Observations.
			Des Ouvriers formés.	Des Apprentis.	
FLANDRE OCCIDENTALE.			Fr. c.	Fr. c.	
Toiles	1,100	6,500	1 25	0 50	
Tissus de lin ouvragés et damassés (essuiemains, linges de table, toiles à matelas, &c.)	200	1,300	1 60	0 55	
Tissus de coton (siamoises, molletons, cotonnettes, nankins, étoffes légères mélangées genre de Roubaix).	500	2,500	1 40	0 55	
Rubans de soie, soieries, foulards imitation des Indes	35	120	2 0	0 85	
Broderies	35	45	f. 0 90	f. 0 30	Atelier des femmes.
FLANDRE ORIENTALE.					
Toiles	750	2,500	1 40	0 60	
Etoffes diverses, mélangées de coton et de laine	350	1,050	1 55	0 65	
Tissus de lin ouvragés et damassés (linges de table)	200	500	1 90	0 75	
Tissus de coton (cotonnettes, siamoises, &c.)	70	100	1 35	0 55	
Tissus de laine et de demi-laine (châles, demi-châles, flannelles, tartans, &c.)	25	75	2 0	0 65	
Broderies au métier plumetis (mousselines et basins brodés, genres de Saint-Quentin, Tarare et Saint-Gall).	1,600	—	h. 1 85 f. 0 65	0 50	Ouvriers des deux sexes.
Broderies pour ornements d'église, confection de bonets de femmes, &c.	65	90	f. 0 80	f. 0 30	Atelier des femmes.
Fil de mulquinerie	40	450	f. 0 50	f. 0 30	Idem.
Velours et peluches de soie	75	—	2 25	0 75	
Velours de coton	40	140	1 50	0 75	
Soieries (unies et façonnées, satins, &c.)	110	—	2 0	0 75	
HAINAUT.					
Etoffes pour pantalons	60	550	1 50	0 65	
Totaux	5,255	15,920			

Comme on le voit, l'allocation qui figure au budget du Ministère de l'Intérieur pour couvrir ces dépenses a pu subir, d'année en année, des réductions assez notables; la moyenne de celles-ci n'a pas été de moins de 9,000 francs depuis 1852.

En Mars 1860 le Gouvernement voulant s'éclairer sur le point de savoir si les subsides de l'Etat en faveur des ateliers devaient cesser dans un avenir plus ou moins prochain, ou si, au contraire, l'intérêt des populations et de l'industrie des provinces Flamandes exigeait qu'ils fussent permanents, fit procéder à une enquête.

Il est résulté de cette enquête, dont les documents furent communiqués à la Chambre des Répresentants le 16 Novembre 1860, qu'à de très-rares exceptions près, les ateliers d'apprentissage sont considérés par toutes les autorités compétentes comme des institutions nécessaires à l'instruction professionnelle des populations Flamandes, ainsi qu'à la prospérité des industries qu'elles exercent, et qu'il y avait lieu de les maintenir comme établissements permanents, après avoir introduit certaines modifications dans leur organisation actuelle.

Lors de la discussion du budget du Ministère de l'Intérieur pour l'exercice de 1861, les Chambres, appréciant les services rendus dans les Flandres par les ateliers d'apprentissage, et ceux qu'ils pouvaient rendre encore, en aidant non-seulement à transformer les procédés de travail, mais encore à introduire dans ces provinces plusieurs branches nouvelles d'industrie, ont, sur la proposition du Ministre de l'Intérieur, classé parmi les charges ordinaires et permanentes du Budget, l'allocation destinée à ces établissements, laquelle allocation reste fixée à 54,000 francs.

Par suite de cette décision et de l'enquête qui l'avait précédée, est intervenu un Arrêté Royal, en date du 10 Février 1861, qui détermine d'une manière précise les conditions auxquelles le concours de l'Etat sera subordonné à l'avenir.

Nous reproduisons ci-après, en substance, les dispositions essentielles de l'Arrêté susmentionné:

Comme par le passé, les frais des ateliers d'apprentissage sont supportés en partie par l'Etat, en partie par la province, et en partie par les communes.

Ne sont subsidiés sur les fonds de l'Etat et de la province, que les ateliers institués ou adoptés par les communes, avec ou sans l'intervention des bureaux de bienfaisance ou des particuliers, et destinés à former de bons ouvriers, en suppléant à l'absence ou à l'insuffisance des moyens ordinaires de l'apprentissage et de l'enseignement professionnel. L'institution ou adoption des ateliers doit être réclamée par délibération des Conseils communaux intéressés et approuvée par la députation permanente du Conseil Provincial.

Les ateliers subsidiés sur les fonds de l'Etat ou de la province sont dirigés par une Commission Administrative dont les Membres et le Secrétaire-Trésorier sont nommés, sur l'avis des administrations communales, par le Gouverneur de la province pour le terme de trois ans.

Les fonctions des Membres des Commissions Administratives sont gratuites. Une indemnité peut être accordée aux Secrétaires-Trésoriers.

L'enseignement primaire est donnée dans les ateliers par l'instituteur communal ou par tout autre agent choisi par l'autorité locale, en conformité de l'Article 10 de la Loi du 23 Septembre 1842.

La durée de l'enseignement est au moins de deux heures par jour.

Des contre-maîtres instructeurs, nommés et révoqués, sur l'avis des Commissions Administratives, par le Gouverneur de la province, sont chargés de l'instruction professionnelle des apprentis. Nul ne peut être attaché à un atelier en qualité de contre-maître instituteur, s'il ne sait lire, écrire et calculer, d'après le système décimal, et s'il n'a prouvé, en outre, qu'il est en état d'enseigner aux apprentis tous les détails théoriques et pratiques des branches d'industrie exercées dans l'atelier, et notamment du montage des métiers, ainsi que du tissage des toiles fines et des étoffes façonnées pour ceux de ces établissements destinés à l'enseignement du tissage.

Pour être admis dans un atelier, il faut être âgé de douze ans au moins et avoir l'aptitude voulue pour exercer la branche d'industrie qui y est enseignée.

Les apprentis qui possèdent l'instruction primaire peuvent, par exception, être admis avant l'âge de douze ans, et en cas de parité d'âge, ils seront toujours reçus de préférence.

Une rétribution fixée par la Commission Administrative peut être exigée des apprentis non indigents.

Les Commissions Administratives veillent à ce que le travail des apprentis soit toujours en rapport avec leurs forces physiques.

Dans aucun cas, la durée de la journée de travail ne peut dépasser douze heurs : elle est partagée de manière que les apprentis ne soient pas astreints au travail pendant plus de quatre heures consécutives.

Un salaire fixé par la Commission Administrative, en raison de leur aptitude et des conditions stipulées avec les entrepreneurs d'industrie pour le travail de l'atelier, est alloué aux apprentis.

Une retenue, qui ne peut être inférieure à 5 pour cent, ni dépasser 10 pour cent, est faite sur le salaire. Le montant de cette retenue est versé dans une caisse spéciale et employé, s'il y a lieu, lors de la sortie des apprentis, à l'achat de l'outillage dont ils ont besoin pour exercer à domicile leur métier.

Les apprentis tisserands sont éxercés avec soin, non-seulement au tissage proprement dit, mais aussi à la préparation des chaînes, au rentrage des fils en lisse, ou montage des métiers d'après la décomposition des échantillons et la lecture des dessins ou dispositions, en un mot à tout ce qui fait partie de l'art du tisserand.

Les apprentis doivent fréquenter régulièrement l'atelier et l'école qui y est annexée, jusqu'à ce qu'ils aient terminé leur instruction professionnelle et acquis l'habileté d'ouvriers complétement formés, pouvant se passer ultérieurement de l'assistance d'un contre-maître instructeur. A leur sortie, un certificat constatant leur aptitude et leur conduite leur est délivré, s'il y a lieu, par la Commission Administrative.

Le travail des ateliers se fait au compte des industriels qui fournissent la matière première. La préférence est donnée aux fabricants qui offrent les conditions les plus avantageuses à l'ouvrier, tant au point de vue du salaire que de l'instruction professionnelle.

Les Commissions Administratives, secondées par les contre-maîtres instructeurs, prennent les dispositions nécessaires pour qu'au moyen du travail à façon, obtenu aux conditions les plus avantageuses, il soit pourvu aux besoins de l'instruction professionnelle des apprentis. Elles peuvent à cet effet, et en cas de nécessité, conclure, sous l'approbation du Ministre de l'Intérieur, des conventions dont la durée ne dépasse pas le terme de deux années.

Un règlement d'ordre intérieur est arrêté par la Commission Administrative de chaque atelier, sous l'approbation de la députation permanente.

Les Commissions Administratives dressent les projets de budgets et arrêtent les comptes des ateliers, sous l'approbation de la députation permanente du Conseil Provincial et du Ministre de l'Intérieur.

La surveillance des ateliers, quant à l'instruction et à l'administration, est exercée par les autorités communales, d'après les dispositions de la Loi du 30 Mars 1836, par les inspecteurs désignées en conformité de l'Arrêté Ministériel du 13 Mars 1842, ainsi que par l'Inspecteur de l'Industrie, d'après les indications du Ministre de l'Intérieur.

Il est accordé, dans les limites des allocations des budgets, aux apprentis qui, à leur sortie des ateliers en sont jugés dignes, à raison de leur aptitude et de leur conduite, des récompenses pécuniaires destinées, soit à compléter le prix d'achat d'ustensiles perfectionnés, en cas d'insuffisance des retenues, soit à pourvoir à d'autres besoins dérivant de l'exercice de leur métier.

Ecoles Industrielles.—Ces écoles, fondées pour la plupart par les communes avec le concours de la province et de l'Etat, sont au nombre de dix . . . .

Les locaux sont fournis par les communes, auxquelles incombe aussi la charge de leur entretien.

Bien qu'il concourût chaque année dans les dépenses auxquelles donnaient lieu ces établissements, le Gouvernement n'intervint pas d'une manière directe dans leur direction jusqu'en 1859, et laissa jusqu'alors aux communes la garde à peu près exclusive des hauts intérêts qui s'y rattachaient. Mais, à dater de cette époque, le Gouvernement, dans le but de les soumettre aux principes généraux en matière d'instruction publique, réorganisa la plupart de ces établissements sur des bases plus stables, y établit l'unité de direction, révisa les programmes d'études, accrut, en un mot, la somme des avantages qu'en retiraient les classes ouvrières. Il fit inscrire dans les règlements les garanties qu'il était en droit d'exiger à raison de son intervention. Ces garanties consistent dans le droit d'inspection, dans l'approbation des programmes des cours, des budgets et des comptes, et dans la transmission à la fin de l'année scolaire d'un rapport sur la situation de l'école et sur les résultats produits par l'enseignement.

Nous résumons ci-après les principes d'organisation générale de ces écoles, tels qu'ils se trouvent réglés par les dispositions nouvelles actuellement en vigueur.

L'enseignement est gratuit, sauf à l'Institut d'Anvers. On n'est admis à l'école qu'à un âge déterminé et à la suite d'examen constatant que l'on possède des connaissances générales préalables, telles qu'on les puise dans les cours supérieurs des écoles primaires ; mais il y a pour les adultes des cours du soir qui servent, au besoin, d'écoles préparatoires, et auxquels sont renvoyés les élèves qui ne sont pas en état de subir l'examen d'admission.

Des certificats de capacité peuvent être délivrés aux élèves qui, ayant terminé leurs études, prouvent qu'ils connaissent les matières enseignées dans l'établissement.

Chaque école est confiée aux soins d'une Commission Administrative. Son personnel se compose d'un directeur, de professeurs, et d'un ou de plusieurs surveillants nommés par le Conseil Communal et agrées par le Ministre de l'Intérieur.

La Commission fixe les heures des cours, donne son avis sur la nomination du personnel, dresse les projets de budgets, arrête les comptes, fait les règlements d'ordre intérieur, sauf approbation du Conseil Communal, et exerce une haute surveillance sur les études et la discipline.

Elle adresse au Ministre de l'Intérieur un rapport annuel sur la situation de l'école.

Le directeur est ordinairement choisi parmi les professeurs ; il est chargé de la direction des études et de l'exécution des dispositions réglementaires qui concernent l'enseignement et la discipline.

Sociétés de Secours Mutuels.

La Loi sur les Sociétés de Secours Mutuels est du 3 Avril 1851. Nous avons déjà fait connaître son but, ainsi que les avantages qu'elle procure aux sociétés reconnues ;* nous nous bornerons donc ici à exposer les résultats obtenus durant la période de 1852 à 1863.

Les associations dont nous avons à nous occuper sont :—

1. Les sociétés de secours mutuels reconnues.
2. Les sociétés de secours mutuels qui, sans être reconnues, envoient annuellement, à titre officieux, leurs comptes à l'autorité administrative.
3. Les sociétés pour l'achat de provisions d'hiver reconnues.

* Voir le précédent " Exposé de la Situation Administrative du Royaume," titre III., chap. vii., p. 314 et suiv.

F. FOREIGN OFFICE CORRESPONDENCE.

I. *Industrial Questions.*

Belgium.

4. Les sociétés de même genre non reconnues et qui communiquent également leurs comptes annuels.

Au 31 Décembre 1860 le nombre total de ces associations s'élevait à 91, et elles comptaient 19,796 membres. Le Gouvernement a ordonné une enquête sur les associations de prévoyance existantes en Belgique au 31 Décembre, 1861; les renseignements, encore incomplets, qui lui sont parvenus, se rapportent à 291 sociétés, dont 230 comptent environ 45,000 membres effectifs; en 1850 le nombre total des sociétés était de 211, et celui des affiliés de 24,367. Il ressort à l'évidence de la comparaison de ces chiffres que l'esprit d'association va se développant dans notre pays; il en résulte, d'autre part, que la Loi du 3 Avril 1851, n'a pas été sans produire quelque fruit, puisqu'elle a eu pour effet de mettre l'administration en relation plus ou moins directe avec le tiers environ des associations actuellement connues.

Avant d'entrer dans d'autres détails, nous rappellerons que les sociétés de secours mutuels ont pour principal objet d'assurer à leurs membres des secours temporaires en cas de maladie, de blessures, ou d'infirmités. Ces secours comprennent, d'une part, les soins du médecin ou de chirurgien, les médicaments, &c.; d'autre part, un secours pécuniaire. La plupart des sociétés pourvoient, en outre, aux funérailles de leurs membres décédés, et, lorsque leurs ressources le permettent, elles accordent à la veuve ou aux enfants du défunt un ou plusieurs secours temporaires; la Loi du 3 Avril 1851, leur défend de promettre des pensions viagères, l'expérience ayant démontré que ces pensions dépassent les limites de leurs ressources. Certaines sociétés ont pris des mesures pour l'affiliation de leurs membres à la caisse générale de retraite; mais comme les membres les plus jeunes peuvent seuls, avec leurs économies et l'appui que leur assure l'association, se créer des pensions de retraite, ces sociétés ont eu soin, en même temps, de constituer un fonds de secours en faveur de ceux de leurs membres déjà trop âgés pour se procurer des rentes suffisantes à la caisse de retraite.

A peu d'exceptions près les sociétés de secours mutuels admettent des membres honoraires ou protecteurs, et leurs statuts stipulent que les membres effectiffs seul participent aux avantages de l'association. Leurs ressources se composent de produit des cotisations des membres effectifs et des membres honoraires; du produit des amendes encourues dans les cas prévus par les statuts, et des droits d'entrée exigés des membres nouvellement admis; des subventions éventuelles de l'Etat, de la province et de la commune; des dans et legs faits à la société; enfin, des intérêts des fonds placés.

Les cotisations des membres effectifs se payent communément par semaine, rarement par mois, et elles varient, dans le premier cas, de 10 à 30 centimes, et dans le second, de 50 centimes à 2 francs.

Les subventions accordées par l'Etat n'ont pas, jusq'ici, dépassé le taux de 300 francs; elles ont eu exclusivement pour objet d'aider des associations nouvellement reconnues à couvrir leurs frais de premier établissement.

A la suite de la Loi du 3 Avril 1851, est intervenu l'Arrêté Royal du 12 Mai, qui a chargé une Commission permanente de s'occuper des questions relatives à l'exécution de la loi. Cette Commission est consultée sur tout ce qui intéresse les sociétés de secours mutuels, et notamment sur les demandes en reconnaissance légale. Elle adresse chaque année au Ministre de l'Intérieur un rapport contenant l'exposé des opérations faites par les diverses sociétés que nous avons indiqués plus haut.

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Des Sociétés de Secours Mutuels non reconnues.—Le nombre des sociétés qui ont envoyé officieusement à l'administration le compte de leurs opérations annuelles, a été de 31, en 1852; de 30, en 1853; de 40, dans chacune des quatre années suivantes; de 34, en 1858; et de 42, en 1859. Il n'est guère possible de donner un aperçu complet de leur situation, car, soit indifférence, soit prévention, ces associations ne fournissent en général que des documents très défectueux.

Sociétés pour l'Achat de Provisions d'Hiver reconnues.—La Loi du 3 Avril 1851, a admis à la participation des avantages accordés aux sociétés de secours mutuels, les associations ayant pour but de faciliter aux associés l'accumulation de leurs épargnes, pour l'achat d'objets usuels, de denrées, &c.

Ces associations ont pris peu d'extension en Belgique, aussi, le nombre de celles qui se sont fait reconnaître est-il fort restreint.

Dans la plupart des sociétés pour l'achat de provisions d'hiver, les cotisations ne sont perçues que pendant six mois de la bonne saison. Plusieurs de ces associations étendent leurs opérations à l'achat d'objets de vêtement, d'utensiles de ménage, &c. En général, elles distribuent à prix réduit les denrées achetées pour l'hiver, et il arrive fréquemment par là que leurs dépenses excèdent leurs ressources.

Décorations de Travailleurs Industriels.

Un Arrêté Royal du 7 Novembre 1847, a institué un signe de distinction en faveur des travailleurs industriels qui, à une habileté reconnue, joignent une conduite irréprochable.

Il y a deux classes de décorations: l'une en argent, l'autre en or. Les décorations sont décernées par Arrêté Royal.

D'après l'Arrêté d'Institution, ces récompenses ne pouvaient être données qu'à l'occasion des expositions de l'industrie nationale, sur la proposition de jury; mais, par suite des concours internationaux de Londres et de Paris, ces expositions, en revêtant un caractère nouveau, sont devenues moins fréquentes, de sort qu'en diverses circonstances on a dû déroger à la règle établie.

Pour régulariser cet état de choses, un Arrêté Royal du 28 Février 1861, en étendant le bénéfice de l'institution aux patrons des chaloupes de pêche et aux pêcheurs, a établi de nouvelles règles d'après lesquelles la décoration pourrait être accordée en dehors des expositions.

Les règles qui président actuellement à la distribution de ces récompenses sont ci-après indiquées.

A la suite des expositions industrielles, l'habileté de l'artisan et de l'ouvrier est constatée:

1. Lorsqu'il expose un produit remarquable façonné par lui;

2. Lorsqu'un industriel, ayant envoyé à l'exposition un objet remarquable, déclare que l'ouvrier a pris une part marquante à la fabrication ou à la production de cet objet. Pour les produits non susceptibles d'être exposés, on admet comme preuve de l'habileté de l'ouvrier le rapport de l'entrepreneur d'industrie qui l'emploie.

Le jury s'éclaire sur la bonne conduite des ouvriers qu'il estime avoir donné des preuves d'habileté ou d'intelligence remarquables.

La décoration en argent est accordée comme première récompense; celle en or ne s'obtient qu'à un second concours, et quand le décoré a donné des preuves nouvelles d'intelligence, de progrès et de conduite exemplaires.

En dehors des expositions, les titres des travailleurs peuvent être reconnus et admis, à savoir:

(A.) Pour les travailleurs industriels, sur les rapports des entrepreneurs d'industrie, des administrations communales et des Chambres de Commerce;

(B.) Pour les patrons de pêche et les pêcheurs, sur les rapports des armateurs, des administrations communales, et des Commissions de Pêche.

Depuis la date de l'institution jusqu'au 1 Janvier 1861, le Gouvernement a distribué, pour l'industrie, 42 décorations de première classe et 950 de seconde classe.

Coalitions Industrielles.

En Belgique, tout coalition ou concert préalable, ayant pour but, soit de faire baisser abusivement les salaires, soit de suspendre, d'empêcher ou d'enchérir le travail, est prohibée d'une manière absolue.

La coalition entre patrons, pour forcer injustement et abusivement l'abaissement des salaires, suivie d'une tentative ou d'un commencement d'exécution, est, aux termes de l'Article 414 du Code Pénal, punie d'un emprisonnement de six jours à un mois, et d'une amende de 200 à 3,000 francs.

L'Article 415 punit d'un emprisonnement d'un mois au moins et de trois mois au plus, lorsqu'il y a eu tentative ou commencement d'exécution, toute coalition de la part des ouvriers pour faire cesser en même temps de travailler, interdire le travail dans un atelier, empêcher de s'y rendre et d'y rester avant ou après certaines heures. D'après l'Article 416, la même peine est encourue par les ouvriers qui auront prononcé des amendes, des défenses, des interdictions, ou toutes proscriptions sous le nom de damnations, et sous quelque qualification que ce puisse être, soit contre les directeurs d'ateliers et entrepreneurs d'ouvrages, soit les uns contre les autres. Dans l'un ou l'autre des cas prévus par les Articles 415 et 416, les chefs ou moteurs sont punis d'un emprisonnement de deux à cinq ans. Ils peuvent, de plus, après l'expiration de leur peine, être mis sous la surveillance de la haute police pendant deux ans au moins et cinq ans au plus.

La Chambre de Commerce de Mons ayant, dans le courant de 1859, demandé la réforme de la législation relative au délits de coalition, le Gouvernement fit ouvrir une enquête dans laquelle furent entendues les Chambres de Commerce. La majorité de ces colléges se prononça pour l'abrogation de cette législation. Trois Chambres seulement se montrèrent favorables à son maintien. Dans le sein d'une dernière Chambre, les opinions divergentes

ayant rencontré un nombre égal de voix, il n'y a pas eu de décision dans un sens ni dans l'autre.

Consulté par le Gouvernement sur la question des coalitions, le Conseil Supérieur de l'Industrie et du Commerce a émis l'avis qu'il y avait lieu d'abroger les Articles 414, 415, et 416 du Code Pénal, et de ne comminer des pénalités que contre les coalitions qui sont accompagnées de violences ou d'autres infractions, qui sont faites contrairement à des contrats, ou qui tendent à porter atteinte à la liberté du travail.

On ne peut se dissimuler, en effet, que, dans ses Articles précités, la Loi Pénale n'ait confondu deux faits essentiellement distincts : la résolution concertée de ne vendre ou de n'acheter une marchandise qu'à certaines conditions, puis la contrainte exercée pour imposer cette résolution concertée à des personnes restées étrangères à la délibération Or, le premier de ces deux faits est essentiellement licite. Le droit de propriété emporte nécessairement pour tout citoyen le droit de régler comme il l'entend le prix de son travail ou du produit de ce travail. L'exercice de ce droit, légitime pour chacun de nous isolément, ne saurait rationnellement donner lieu à un délit, par ce fait même qu'il est concerté entre plusieurs. Tel est cependant le caractère que donne à cet accord le Code Pénal : celui-ci, en traitant différemment la coalition entre les maîtres et la coalition entre les ouvriers, sanctionne une double injustice. D'une part, il réprime la coalition des ouvriers tendant à la hausse des salaires, quelque légitimes que leurs prétentions puissent être ; de l'autre, il ne réprime la coalition des maîtres, tendant à la baisse des salaires, qu'autant que la coalition ait lieu injustement et abusivement. Pour les ouvriers seuls, le fait de se réunir, de s'entendre, de s'associer, est punissable, alors même qu'il n'y a pas de manifestation extérieure ; les violences ne sont, dans le système de la Loi Pénale de 1810, qu'une circonstance aggravante du délit. Il n'y a évidemment pas lieu de punir ce fait : proscrire la coalition simple, le seul accord des volontés, en l'absence de tout acte qui tendrait à imposer à ceux qui n'ont point pris part à la délibération, la résolution concertée, c'est-à-dire, empêcher l'exercice du droit d'association appliqué à certains intérêts matériels, est une injustice que les représentants légaux du commerce et de l'industrie Belges voudraient, avec raison, voir disparaître de nos Codes. Il leur a semblé, au contraire, qu'il y avait lieu de punir le fait de coalition, lorsqu'il entraîne avec lui l'emploi de menaces, de violences, ou de tous autres moyens d'intimidation, ou qu'il a lieu en violation des contrats.

La Chambre des Représentants, en séance du 30 Mars 1860, s'est prononcée pour le même système.

Conseils de Prud'hommes.

Les Conseils de Prud'hommes, établis dans le royaume sous le régime de la Loi du 18 Mars 1806, des Décrets du 11 Juin 1809, et 3 Août 1810, et des Lois des 9 Avril 1842, 4 Mars 1848, et 4 Juin 1850, et dont la nomenclature se trouve dans le premier rapport décennal, ont tous, à l'exception de celui de Louvain, continué d'exercer leurs fonctions pendant la période décennale de 1851 à 1860.

Les Lois des 9 Avril 1842, 4 Mars 1848, et 4 Juin 1850, n'avaient rien changé aux bases essentielles de la législation Impériale. Cependant, depuis longtemps cette législation réclamait de notables améliorations ; elle n'était plus en harmonie avec les progrès et les besoins de notre époque.

A la suite d'une instruction complète, un projet de loi fut présenté par le Ministre de l'Intérieur, M. Ch. Rogier, à la Chambre des Représentants, dans la séance du 19 Février 1858. La Loi, votée par les Chambres et promulguée le 7 Février 1859, fut rendue exécutoire par Arrêtés Royaux en date des 24 Février 1859, et 10 Avril 1861.

D'après la nouvelle loi, aucun Conseil de Prud'hommes ne peut être établi que par une loi ; cette loi en détermine le ressort.

Un Arrêté Royal règle le nombre des membres et la composition de chaque Conseil. Les membres des Conseils sont élus non-seulement par les patrons, mais aussi par les chefs d'atelier, contre-maîtres et ouvriers à livret portés sur les listes électorales.

Peuvent être électeurs : 1. Les chefs d'industrie nés Belges ou naturalisés, âgés de vingt-cinq ans accomplis, sachant lire et écrire, domiciliés et exerçant leur industrie depuis quatre ans au moins dans le ressort du Conseil ; 2. Les chefs d'atelier, contre-maîtres et ouvriers réunissant les mêmes conditions.

Sont électeurs de droit : 1. Les chefs d'industrie admis au nombre des notables pour l'élection des membres des Tribunaux de Commerce ; 2. Les ouvriers qui ont obtenu la décoration instituée pour récompenser l'habileté et la moralité, par l'Arrêté Royal du 7 Novembre 1847 ; 3. Ceux qui ont opéré à la caisse générale de retraite ou à une caisse d'épargne le versement d'une somme de 100 francs au moins ; 4. Ceux qui ont obtenu par Arrêté Royal une récompense pour acte de courage et de dévouement.

Sont éligibles, les électeurs âgés de trente ans accomplis.

Sont également éligibles, les chefs d'industrie retirés et les anciens ouvriers, pourvu qu'ils réunissent les autres conditions de capacité. Les patrons, réunis en assemblée particulière, nomment les prud'hommes chefs d'industrie. Les ouvriers, également réunis en assemblée particulière, nomment les prud'hommes ouvriers : les contre-maîtres et chefs d'atelier comptent parmi les ouvriers.

L'élection a lieu par scrutin de liste, et nul ne peut être élu au premier tour de scrutin, s'il ne réunit plus du tiers des voix. La majorité relative suffit quand il doit être procédé à un second tour de scrutin.

Le nombre des membres des Conseils de Prud'hommes est de six au minimum et de seize au maximum.

Il est nommé, près de chaque Conseil, quatre suppléants au moins et huit au plus.

Le Président et le Vice-Président du Conseil sont nommés, par Arrêté Royal, sur une liste double de candidats choisis par le Conseil dans son sein ou en dehors ; leurs fonctions durent trois années, et ils peuvent être nommés de nouveau.

Le greffier est nommé par Arrêté Royal, sur la présentation d'une liste double de candidats dressée par le Conseil.

Les Conseils de Prud'hommes sont renouvelés par moitié tous les trois ans. Le sort désigne ceux des Prud'hommes qui doivent être remplacés la première fois. Les Prud'hommes sont ré-éligibles. Chaque Conseil forme dans son sein un bureau qui a pour mission de concilier les parties ; ce bureau se compose d'un prud'homme chef d'industrie et d'un prud'homme ouvrier.

Aucune affaire ne peut être déférée au Conseil qu'après avoir été soumise au Bureau de Conciliation.

Les parties sont tenues de comparaître en personne. Toutefois, en cas d'empêchement légitime, le Conseil peut les autoriser à se faire représenter par un commis, un chef d'industrie, un contre-maître ou un ouvrier. Elles ne peuvent se faire assister par un défenseur.

Le Conseil ne peut siéger que moyennant la présence d'un nombre égal de prud'hommes patrons et de prud'hommes ouvriers.

Cependant, si, à une seconde audience, les membres présents ne se trouvent point dans les conditions requises pour siéger, il peut être passé outre au jugement des affaires, quelle que soit la composition du Conseil, pourvu que le nombre des prud'hommes titulaires et suppléants ne soit pas inférieur à quatre.

Les Conseils de Prud'hommes peuvent réprimer, par voie disciplinaire, tout acte d'infidélité, tout manquement grave, et tout fait tendant à troubler l'ordre et la discipline de l'atelier. La peine ne peut excéder 25 francs ; à défaut de payement, l'amende est remplacée par la mise aux arrêts, qui ne peuvent excéder trois jours.

Les jugements des Conseils de Prud'hommes sont définitifs et sans appel, lorsque la demande n'excède pas 200 francs en capital. Au-dessus de 200 francs, les jugements sont sujets à l'appel devant le tribunal de commerce, sauf pour les affaires des mines, dont connaît le tribunal civile de première instance.

Measures to promote Commerce.

Depuis qu'une auguste parole a signalé au pays l'infériorité de notre commerce d'exportation par rapport à notre industrie si développée aujourd'hui et la nécessité de remédier à cet état de choses préjudiciable à la prospérité nationale, le Gouvernement cherche, avec une louable sollicitude, les moyens propres à relever notre commerce d'outre-mer de sa déchéance relative.

Il a élargi et amélioré les cadres de notre corps Consulaire, notamment en majorant d'une somme de 25,000 francs le crédit destiné à rémunérer les services des agents qui le composent, afin de subvenir à la dépense nécessaire pour créer un Consulat-Général de la Belgique en Chine.

Il a sollicité et obtenu des Chambres une somme égale, pour être mise à la disposition de quelques jeunes gens ayant fait en Belgique de bonnes études commerciales, afin de leur permettre d'étendre et de fortifier leurs connaissances en voyageant à l'étranger.

Enfin, il a institué un prix de 5,000 francs en faveur de l'auteur de l'ouvrage qui exposera de la manière la plus complète les moyens propres à développer l'industrie, l'agriculture, et le commerce de la Belgique dans leurs rapports avec les marchés de consommation en dehors de l'Europe (Arrêté Royal du 20 Mai 1861).

Parmi les moyens que l'on a signalés comme propres à ouvrir de nouveaux débouchés à notre industrie ou à élargir ceux qu'elle a abordés, il faut citer les suivants ; organisation de comptoirs dans les parages où, pour prendre pied et s'étendre, le commerce réclame des combinaisons spéciales ;

création de société d'exportation; envoi de jeunes négociants Belges à l'étranger.

Comptoirs Commerciaux.—Un des moyens que de tout temps on a considéré comme étant des plus efficaces pour développer l'écoulement de nos produits et organiser un commerce régulier entre la Belgique et les pays lointains, c'est l'établissement dans les ports maritimes qui servent de marchés aux colonies, de comptoirs Belges—émanations, en quelque sorte, de maisons commerciales établies en Belgique.

Les avantages résultant d'institutions de ce genre sont de diverses natures; elles inspirent notamment une plus grande confiance au commerce de notre pays, qui y puise des motifs plus puissants de nouer des relations d'affaires avec les contrées où ces comptoirs sont établis: elles facilitent à l'industrie Belge la connaissance des marchés et des besoins précis auxquels il s'agit de satisfaire: procurent aux négociants intermédiaires des relations, des occasions plus favorables pour les retours, et parviennent ainsi presque toujours à ériger le véritable commerce d'échange, si profitable aux pays qui le pratiquent.

Dans diverses circonstances, le Gouvernement a été sollicité dans le but d'accorder son intervention pécuniaire à l'effet de parvenir à la création d'établissements de ce genre dans quelques parages de l'autre hémisphère et dans certains ports du Levant.

D'autres établissements ont été créés sans le secours du Gouvernement et produisent le plus grand bien pour le pays. Parmi les principaux comptoirs créés dans ces conditions se rangent ceux de la Havane et de Valparaiso et celui érigé au Brésil.

Les Belges qui sont parvenus à fonder des maisons de commerce à l'étranger sont dans des conditions particulièrement favorables pour pouvoir nous fournir des débouchés. Ils savent ce que notre industrie est capable de produire pour les pays où ils sont établis, et peuvent non-seulement lui donner les indications dont elle a besoin pour ce genre de fabrication, mais encore placer eux-mêmes ses productions; leur participation aux profits de ces opérations garantit un concours intelligent et dévoué. Aussi l'expérience a-t-elle prouvé que nos expéditions ont pris de l'extension dans les ports où des négociants Belges se sont établis, comme à Rio Janeiro, New York, Valparaiso et quelques autres malheureusement peu nombreux. Ces négociants sont les pionniers les plus actifs de notre industrie et de notre marine marchande.

Bourses de Voyage.—Nous devons mentionner comme se rattachant plus ou moins directement à l'institution des comptoirs commerciaux et des sociétés d'exportation, l'allocation des subsides, dans le but de permettre à des jeunes gens de talent et d'avenir, d'aller étudier dans les pays lointains le commerce et les moyens propres à développer les rapports d'affaires.

Les bourses de voyage ont été instituées pour la première fois en Belgique par l'Arrêté Royal du 21 Juillet 1848. Le but de l'institution n'ayant pas été tout d'abord bien compris par le public, le "Moniteur" du 25 Août 1848, fit connaître les conditions que devaient remplir les personnes qui se présenteraient au choix du Gouvernement. "Les bourses," dit le 'Moniteur,' "ont une double destination. Elles doivent, ou bien permettre aux jeunes gens qui se vouent au commerce ou à l'industrie, de compléter d'une manière pratique leurs études—les préparer à exercer leur profession avec une somme plus large et plus variée de connaissances acquises aux sources mêmes; ou bien faciliter aux jeunes négociants qui sont disposés à aller fonder à l'étranger un établissement commercial les moyens d'exécuter leur projet. Il faut, en règle générale, l'intention arrêté et réalisable d'entreprendre des affaires. Quant aux conditions que doivent réunir les candidats pour que leur demande puisse être accueillie, à part celles qui dérivent de ce qui a été exposé plus haut, les principales sont les suivantes: être Belge; posséder des connaissances commerciales et industrielles générales; avoir des notions sur l'industrie, le système de douanes, les relations de commerce de la Belgique; être âgé de dix-huit ans au moins et de trente ans au plus."

Plusieurs bourses de voyage ont été accordées, à la suite de cet Arrêté; elles ont, en général, porté les meilleurs fruits. Non-seulement les jeunes gens qui en ont été dotés ont fait la connaissance des pays qu'ils ont parcourus—ont pu reconnaître les besoins de leurs populations et fournir aux industriels Belges des rensiegnements précieux pour y satisfaire—mais ils ont, en outre, pu jeter les bases de relations les plus avantageuses et de nature à produire des résultats certains.

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Frappée des avantages qui offrirait, au point de vue de la création de maisons Belges dans les contrées lointaines, l'envoi de jeunes Belges en pays étranger, la Commission des Vœux de 1860 proposa, à l'unanimité, la création de bourses de voyage semblables à celles qui, dans les science ou dans les arts, sont le prix glorieux de succès universitaires ou académiques.

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Stimulé par un vœu formel émis par le Conseil Supérieur de l'Industrie et du Commerce, la Gouvernement demanda aux Chambres un crédit de 25,000 francs pour être affecté à cette destination. Cette somme, déjà allouée au budget du Ministère des Affaires Etrangères pour 1861, fut encore votée par les Chambres au budget de 1862 du même Département; elle figure derechef au projet de budget de 1863.

Les bases nouvelles de l'institution des bourses ont été jetées par l'Arrêté Royal du 19 Février 1862, pris par le Gouvernement, les Chambres de Commerce entendues. L'Article 2 de cet Arrêté porte: "Nul ne pourra obtenir de bourse de voyage s'il n'est porteur d'un diplôme de capacité délivré par un jury d'examen. Sont dispensés du dit examen lès élèves sortis avec un diplôme de capacité de l'Institut Supérieur de Commerce d'Anvers." La valeur des bourses est déterminée d'après l'aptitude dont les diplômes font preuve, les pays qu'ils visitent, et la durée de leur séjour à l'étranger. L'allocation ne peut, en aucun cas, porter sur une période de plus de trois années; elle peut être retiré au terme de chaque année.

No. 3.

Lord Howard de Walden to Lord Stanley.

(Received April 10.)

My Lord, Brussels, April 9, 1867.

I have the honour to acknowledge the receipt of your Lordship's despatch of the 3rd instant, instructing me to furnish a full Report on the working of Trades Unions in Belgium, as well as all information within my reach relative to the laws affecting combinations of workmen, strikes, &c.

Although the present law of Belgium places no restriction whatever upon the formation of societies amongst workmen for the protection or advancement of their interests, the working classes have not hitherto availed themselves of the right of coalition. There are no trades unions or co-operative societies existing in Belgium.

It is only recently, however, that the law has sanctioned the right of workmen to coalesce with a view to enhance the price of labour. Until last year all organized attempts on the part of workmen to raise the price of labour, as well as all attempts on the part of employers unduly to bring about a reduction of the rate of wages, were forbidden and punishable by the following Articles (414 and 415) of the Penal Code:—

"Art. 414. Toute coalition entre ceux qui font travailler des ouvriers, tendant à forcer injustement et abusivement l'abaissement des salaires, suivie d'une tentative ou d'un commencement d'exécution, sera punie d'un emprisonnement de six jours à un mois, et d'une amende de 200 à trois 3,000 francs.

"Art. 415. Toute coalition de la part des ouvriers pour faire cesser en même temps de travailler, interdire le travai dans un atelier, empêcher de s'y rendre et d'y rester avant ou après de certaines heures, et en général pour suspendre, empêcher, enchérir les travaux, s'il y a eu tentative ou commencement d'exécution, sera puni d'un emprisonnement d'un mois au moins et de trois mois au plus.

"Les chefs ou moteurs seront punis d'un emprisonnement de deux ans à cinq ans."

The above stringent Articles of the Penal Code were pepealed by a Law (a copy of which is annexed), which only came into operation on the 31st of May last.

The substance of this law is contained in the following Article:—

"Art. 2. Sera puni d'un emprisonnement de huit jours à trois mois et d'une amende de vingt-six francs à mille francs ou de l'une de ces deux peines seulement, toute personne qui, dans le but de forcer la hausse ou la baisse des salaires, ou de porter atteinte au libre exercice de l'industrie ou du travail, aura commis des violences, proféré des injures ou des menaces, prononcé des amendes, des défenses, des interdictions ou toute proscription quelconque, soit contre ceux qui travaillent, soit contre ceux qui font travailler.

"Il en sera de même de tous ceux qui par des rassemblements près des établissements où s'exerce le travail, ou près de la demeure de ceux qui le dirigent, auront porté atteinte à la liberté des maîtres et des ouvriers."

The new law, it will be seen, does away altogether with the invidious distinction drawn by the Penal Code between combinations of employers and combinations of workmen, and removes all legal impediments to the full exercise of the right of coalition by either employers or workmen.

The penalties imposed under this law are solely directed against attempts to fetter or control the liberty of others by means of intimidation or by actual violence.

There are a few associations in Belgium of the nature of benefit societies for the relief of their members in case of sickness and old age, but these cannot be established without the permission of the Government, and without having submitted their proposed statutes for official sanction. The Burgomaster, or a member of the Municipal Council of the place which may be the seat of the association, has a right to assist at the meetings, and every year the association is required to render to the Municipal Council an account of its receipts and expenditure during the preceding year.

In cases of dispute between masters and operatives the Council of Prud'hommes often renders valuable services in a conciliatory sense. This institution seems to be well received, and to work well.

Your Lordship will find a copy of the laws under which these Councils are established, and their attributes defined, and which derive their origin from the "Code Napoléon," in page 29 of the work entitled "Code Industriel."* In page 232 of that work your Lordship will find copies of the laws under which are organized the "Sociétés de Secours Mutuels."

In respect to the names of persons competent to give information on the above subjects, I shall mention M. Warocque, coal-mine proprietor at Marimort; M. Dorlodot, ironmaster, near Charleroy; and M. Fortamps, Governor of the Bank,

I have, &c.
(Signed) HOWARD DE WALDEN AND SEAFORD.

Enclosure in No. 3.

Extract from the "Moniteur Belge" of June 11, 1866.

Ministère de la Justice.

Loi portant des Peines contre les Infractions relatives à l'Industrie, au Commerce et aux Enchères Publiques, et abrogeant les Articles 412 *à* 420 *du Code Pénal.*

LEOPOLD II, Roi de Belges, à tous présents et à venir, salut.

Les Chambres ont adopté et nous sanctionnons ce qui suit:

Article 1. Celui qui aura méchamment ou frauduleusement communiqué des secrets de la fabrique dans laquelle il a été ou est encore employé, sera puni d'un emprisonnement de trois mois à trois ans, et d'une amende de 50 à 2,000 francs.

Art. 2. Sera puni d'un emprisonnement de huit jours à trois mois et d'une amende de 26 francs à 1,000 francs, ou de l'une de ces deux peines seulement, toute personne qui, dans le but de forcer la hausse ou la baisse des salaires, ou de porter atteinte au libre exercice de l'industrie ou du travail, aura commis des violences, proféré des injures ou des menaces, prononcé des amendes, des défenses, des interdictions ou toute proscription quelconque, soit contre ceux qui travaillent, soit contre ceux qui font travailler.

Il en sera de même de tous ceux qui, par des rassemblements près des établissements où s'exerce le travail, ou près de la demeure de ceux qui le dirigent, auront porté atteinte à la liberté des maîtres et des ouvriers.

Art. 3. Tous ceux qui, par des moyens frauduleux quelconques, auront opéré la hausse ou la baisse du prix des denrées ou marchandises ou des papiers et effets publics, seront punis d'un emprisonnement d'un mois à deux ans et d'une amende de 300 francs à 10,000 francs.

Art. 4. Tout commandant des divisions militaires, des provinces ou des places et villes, tout Gouverneur ou Commissaire d'arrondissement, qui aura, dans l'étendue des lieux où il a le droit d'exercer son autorité, pratiqué de pareilles manœuvres ou qui y aura participé, soit ouvertement, soit par des actes simulés ou par interposition de personnes, encourra, indépendamment des peines prononcées par l'Article précédent, l'interdiction des droits énoncés aux trois premiers numéros de l'Article 42 du Code Pénal de 1810.

Art. 5. Ceux qui, par attroupement et par violences ou menaces, auront troublé l'ordre public dans les marchés ou les halles aux grains, avec le dessein de provoquer le pillage ou seulement de forcer les vendeurs à ce dessaisir de leurs denrées à un prix inférieur à celui qui résulterait de la libre concurrence, seront punis d'un emprisonnement de trois mois à deux ans.

Les chefs ou moteurs seront punis d'un emprisonnement de six mois à trois ans, et placés sous la surveillance spéciale de la police pendant cinq ans au moins et dix ans au plus.

Art. 6. Les personnes qui, dans les adjudications de la propriété, de l'usufruit ou de la location des choses mobilières ou immobilières, d'une entreprise, d'une fourniture, d'une exploitation ou d'un service quelconque, auront entravé ou troublé la liberté des enchères ou des soumissions, par violences ou par menaces, soit avant, soit pendant les enchères ou les soumissions, seront punis d'un emprisonnement de quinze jours à six mois et d'une amende de 100 francs à 3,000 francs.

Art. 7. Les Articles 412 à 420 du Code Pénal de 1810 sont abrogés.

Promulguons la présente loi, ordonnons qu'elle soit revêtu du sceau de l'Etat et publiée par la voie du "Moniteur."

Donné à Bruxelles, le 31 Mai 1866.

(Signé) LEOPOLD.

Par le Roi:
Le Ministre de la Justice,
(Signé) JULES BARA.
Scellé du sceau de l'Etat:
Le Ministre de la Justice,
(Signé) JULES BARA.

Mr. EGERTON to Mr. PATTESON.*

SIR, Foreign Office, November 20, 1867.

WITH reference to previous correspondence, I am directed by the Secretary of State for Foreign Affairs to transmit to you, to be laid before the Trades Unions Commission, a copy of a despatch from Her Majesty's minister at Brussels enclosing a report respecting a paper manufactory at Huy, which is conducted on co-operative principles.

I am, &c.,
J. H. Patteson, Esq. E. C. EGERTON.

LORD HOWARD DE WALDEN to LORD STANLEY.

MY LORD, Brussels, November 14, 1867.

THE system of a participation in profits, instead of fixed wages alone, for workpeople, being a subject which has of late years given rise to much consideration in England, I think it may be interesting to your Lordship to receive the enclosed report of the successful working on that principle of one of the most important establishments of this country—a manufactory of paper at Huy.

Both the proprietors, Messrs. Godin, have lately died, but I understand that the business of the firm is maintained as before.

I am informed that there is no other manufactory in Belgium which is conducted on the same system as that of the late Godin Brothers, and it is considered that, however successful it may have proved in this instance, it is not applicable to industry in general; that it not only requires great capital, but special intelligence and attention of proprietors or masters themselves to maintain its regular working, and the impression is that it is not adapted to the working by companies under limited liability, through which almost all the industrial operations of this country are carried on. Nevertheless a great success, though under special circumstances, is a matter of much interest as a practical example, which under similar circumstances might elsewhere be attended with equally gratifying results.

I have, &c.
(Signed) HOWARD DE WALDEN AND SEAFORD.
Lord Stanley, M.P.

Enclosure in the preceding letter.

LES FRÈRES GODIN.

M. Leopold Godin, dont nous avons annoncé la mort récente, etait le chef de la maison J.-L. Godin et fils de Huy.

Il fut avec son frère Alexis, mort il y a un à peine, le créateur de la très-importante fabrique de papier connue sous cette firme dans le monde entier.

Ces deux hommes qui, par leur travail et leur intelligence, s'étaient acquis une fortune considerable, ont fait aux hospices de la ville de Huy des dons qui dépassent en total 1,100,000 fr. Néanmoins, ce n'est pas de cette munificence royale et dont, à leur gré, la presse s'est trop occuppée, que nous voulons les louer. Ils ont à notre avis produit une œuvre incomparablement plus belle, plus grande, plus féconde, plus réelement utile aux malheureux, ils ont fondé un établissement basé sur l'application nouvelle d'un principe bien connu et bien négligé, celui de la responsabilité personnelle.

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* "Code Industriel ou Recueil des Lois et Dispositions concernant l'Exercice de l'Industrie, suivi d'un Formulaire:" Brussels, Bruylant-Christophe et Cie., Editeurs, Place Saint-Jean, 12. 1857.

* See note, *ante*, p. 143.

F. Foreign Office Correspondence.

I. *Industrial Questions.*

Belgium.

Rémunérer l'ouvrier non seulement en raison de la quantité, mais surtout de la qualité de l'ouvrage qu'il produit, le punir de toute inattention, de toute négligence, le récompenser de son application et de tous les perfectionnements introduits dans la manipulation, confondre par là son intérêt avec celui du maître, le transformer en une sorte de petit entrepeneur libre et indépendant dans sa sphère, tel fut le but poursuivi pendant quarante années, dans tous les détails de la fabrication avec une inflexibilité de vues non moins admirable que la patience sagace de l'application.

Mais, dans cette manufacture, qui est à elle seule un petit monde, qui surveillera le travail de l'ouvrier? L'ouvrier lui-même, car toute manipulation imparfaite sera signalée par celui qui doit appliquer la manipulation suivante. En effet, son intérêt l'oblige à reporter sur son prédécesseur l'imperfection inévitable de son propre travail.

Toutefois cette surveillance parut insuffisante à ces deux novateurs. Ils introduisirent un contrôleur muet, incorruptible, une compatibilité nouvelle et en quelque sorte mouvante, suivantle produit dans toutes le phases de la fabrication enregistrant heure par heure toutes les manipulations qu'il subit, la qualité du travail, le nom du coopérateur.

Néanmoins cela ne leur suffisait pas encore, il leur fallait un contrôleur suprême, une sorte de cour de cassation et ils l'ont trouvé aussi impitoyable que clairvoyant, rien ne peut échapper à son œil de lynx: c'est l'acheteur lui-même du produit fabrique, forcé de devenir ainsi, sans qu'il s'en doute et gratis, un des principaux rouages de cette merveilleuse organisation.

En effet, supposons qu'une manipulation ait été mal faite et que, par suite de la négligence des contre-maîtres ou de la connivence des ouvriers la faute ait passé inaperçue; mais l'imperfection du papier n'échappera pas à l'acheteur, il se plaindra et aussitôt la comptabilité, procès-verbal de chaque heure, permettant de suivre de degré en degré toutes les opérations, trahira les coupables qui devront expier leur faute.

Ainsi par ce sytème, tout s'enchaîne; et par des moyens simples on principe, mais en réalité complexes dans l'application, on arrive à ce résultat presque incroyable qu'aucune faute ne peut échapper et que toujours la responsabilité remonte à son auteur.

Les conséquences de ce régime n'ont pas tardé à se manifester; elles ont dépassé toutes les espérances et ont souvent étonné les inventeurs eux-mêmes. L'ouvrier profitant de toute amélioration a perfectionné ses procédés, et il est arrivé que telle opération qui ne coûtait plus à l'industriel que le cinquième de ce qu'elle coûtait autrefois a néanmoins rapporté un salaire triple. Chefs et travailleurs y ont trouvé leur compte et la longue et obstinée résistance que ces derniers ont opposée à la réforme a fini par être vaincue. Ils ont reconnu qu'elle les rendait plus riches, plus libres dans leur sphère et plus dignes, et ils bénissent de tout leur cœur ceux qui l'ont établie. Leur bonheur à récompensé les maîtres qui en outre ont trouvé la richesse; elle ne pouvait leur échapper comme elle ne manquera pas à ceux qui voudront et sauront les imiter. Les papiers de la maison Godin et fils jouissent d'une faveur très-marquée sur tous les principaux marchés d'Europe et d'Amérique, et le chiffre de vente annuelle atteint six millions de francs. Créer de toutes piecès un établissement de cette importance, unique peut-être en son genre, est un résultat qui n'a pas besoin de commentaire.

Nous n'avons voulu ici qu'indiquer en traits généraux la charpente même du systeme. Pour permettre de l'apprécier en connaissance de cause, il faudrait entrer dans le détail, montrer comment la rétribution se proportionne à la qualité du travail, comment cette comptabilité qui suit le produit pas à pas est cependant fidèle et peu coûteuse, par quels procédés ingénieux d'inévitables difficultés sont surmontées, comment la comptabilité générale, résumant tous les détails de la fabrication, les expose en tableaux synoptiques qui reproduisent avec une exactitude scrupuleuse toutes les oscillations des prix de revient; autre contrôleur qui avertit de tous les troubles qui peuvent survenir dans la production. Mais ce serait là une œuvre d'assez longue haleine qui ne peut trouver sa place dans un journal quotidien.

Elle tentera sans doute quelque économiste sérieux. Nous croyons qu'il trouverait près des intelligents continuateurs d'Alexis et de Léopold Godin tous les éclaircissements désirables et une franchise généreuse aussi complète qu'empressée; elle est de tradition dans cette maison. Quel plus bel hommage rendu à la mémoire de ces deux hommes de bien! Quelle haute utilité pour l'industrie à laquelle on indiquerait ainsi une voie nouvelle et féconde!

En effet, à notre avis, et c'est notre ferme conviction le système Godin, appelé par son principe même à de nouveaux développements, est la vraie, la seule solution du grand problème de l'organisation du travail. Les socialistes l'ont tentée en supprimant la responsabilité personnelle qui vient se fondre et s'évanouir dans celle de la communauté; les Godin en développant cette même responsabilité, l'ont poussée si loin que même dans la série des opérations qui constituent un produit on peut retrouver la part du plus infime coopérateur.

Par là chaque homme étant responsable de ses œuvres accomplit une lâche qui l'ennoblit qui l'élève en considération, en dignité, qui en fait en un mot une créature libre, au lieu que l'homme des socialistes n'est qu'une méprisable marionnette dont la communauté tient les fils.

Nous ne nous dissimulons pas les difficultés que l'application du système à certaines industries peut rencontrer, mais avec de l'intelligence et de la patience, elles peuvent être surmontées, et de pareilles victoires sont les plus belles de la vie. C'est surtout aux sociétés anonymes que cette application sera féconde; elles souffrent en effet d'un mal profond, de l'affaiblissement de la responsabilité personnelle, d'une organisation du travail plus vicieuse encore que dans l'industrie privée, parce que les cooperatéurs sont encore intéressés au résultat.

Sans doute beaucoup d'autres industriels ont organisé leurs usines en y introduisant à différents degrés le principe de la responsabilité personnelle, mais aucun, à notre connaissance, ne l'a fait avec une vue d'ensemble si juste et si complète, avec un dessein si longtemps poursuivi et mené à si bon succès qu'Alexis et Léopold Godin. C'est à bon droit que le système peut recevoir leur nom. Tous deux y ont contribué à titre divers et se complétaient l'un par l'autre.

Alexis, l'aîné, d'une intelligence vigoureuse et moins cultivée, était plus prompt aux innovations, plus hardi dans la mise en pratique, plus confiant dans les faits que dans les idées; toutefois, il voyait juste et ferme et présidait à tous les détails de l'organisation du travail qui fut la grande affaire de sa vie.

Léopold avait une intelligence très remarquable, mais plus ingénieuse que forte, des connaissances étendues et variées, un sentiment artistique elevé et fin. Il était capable de comprendre et, ce qui est plus rare, d'aimer et de suivre en principe, même avec enthousiasme; mais souvent voulant trop prévoir il s'embarrassait dans les détails de l'exécution. Les vigoureuses conceptions d'Alexis recevaient par là une élaboration qui les agrandissait et les affermissait ainsi. Quoique très différents ils marchaient dans un accord admirable et fusionnant leurs qualités diverses ne formaient qu'une seule et même action d'une puissance peu commune.

Tout deux, simples, modestes et bienfaisants, répandaient leur richesse dans l'abondance de leur cœur: richesse matérielle au profit des malheureux, richesse morale et intellectuelle au profit de l'industrie et du travail. Ils fuyaient le luxe et l'ostentation, ils ne recherchaient pas la vaine gloire et se contentaient d'être utiles. Il eussent pu, ils eussent dû sans doute concourir pour un de ces grands prix de l'exposition universelle qu'ils méritaient peut-être mieux que personne: ils s'en abstinrent.

Mais leur modestie ne doit pas nous rendre ingrats. Honorons-les dans leur œuvre en lui donnant l'éclat qui lui a manque jusqu'ici et que nous devons à tout ce qui est grand et utile. L'œuvre vit et se développe sans cesse par les principes qu'ils y ont mis; elle les fait revivre dans notre pensée et dans nos cœurs et nous console doucement de leur mort.

FRANCE.

France

No. 4.

Mr. Fane to Lord Stanley.—(Received April 5.)

My Lord, Paris, March 31, 1867,

I regret that the pressure of other public business has obliged me to postpone a report upon the questions which form the subject matter of your Lordship's despatch to me of the 8th ultimo. Some of those questions, referring to the industrial and productive progress of France, have furnished the materials of special reports by my predecessors and myself; and I propose in this place to deal rather with their results than with their details. Other questions, such as those which regard the supply and distribution of labour, and the co-operative tendencies of employers and employed, offer a comparatively new and wide field of inquiry, and I purpose to examine them as fully as possible.

1. *Material Progress of France.*

The remarkable progress which has been made in developing the natural resources and the productive industries of France is indicated by the fact that her "special" commerce valued 900,000,000 francs in 1825; 1,700,000,000 in 1845; 4,000,000,000 in 1860; and about (the tables being not completed) 6,400,000,000 in 1866; or in other

words, that the actual trade of France with foreign countries is more than sevenfold greater than it was 40 years ago. The completed figures for the first 10 months of last year show the proportions in which France figures as producer and consumer in this international barter, her imports in that period valuing 2,486,000,000 of francs, while her exports valued 2,822,000,000,

The increase in the productive powers of France has of late years been chiefly remarkable in her manufacturing industries. While her agriculture has suffered periods of great depression her various industries have not only steadily progressed, but have acquired an enormous impulse from the liberal commercial legislation of the last seven years. The importation of the raw material, the consumption of coal, the exports of the manufactured article, are the measures of industrial activity in a country; and it will be seen that the indications given under these several heads all point to one result.

In the first 10 months of last year, France imported 96,500,000 kilogrammes of cotton against 49,000,000 in the corresponding period of 1865. From England alone she imported cotton to the value of 137,594,000 francs, showing an increase of 46,000,000 francs over the importation in the corresponding period of 1865; and wool to the value of above 75,000,000 francs, showing an increase of 14,000,000 francs. From Belgium she imported wool to the value of 16,500,000, showing an increase of 4,000,000. From Germany, wool to the value of 15,000,000; while from Italy she imported silk to the value of 79,500,000 francs, or above 6,000,000 more than in the first 10 months of 1865. As regards the consumption of coal in France, it is estimated that the produce of the French mines (which was nearly 115,000,000 quintaux métriques in 1865) will be found, when the tables for 1866 are complete, to have risen to above 120,000,000 quintaux mètriques last year. In 1857 it was 79,000,000 quintaux métriques, and shows, therefore, an increase of 41,000,000 in 10 years. In 1684 the imports of coal amounted to 66,330,500 quintaux métriques, in 1865 to 72,243,927 quintaux métriques, showing an increase of 5,913,420: while the exports in 1864 amounted to 3,428,600 quintaux métriques, and in 1865 to 3,406,000 quintaux métriques, showing a decrease of 22,600 quintaux metriques. It will be found that the results indicated by the large increase in the importation of the raw material, and in the consumption of coal, are fully established by the progressive exportation of manufactured articles which will come immediately under review in dealing with the second section of this inquiry, which refers to the export trade of France, especially with England.

The development of the mineral wealth of France is making rapid progress. In the past year the Government have granted concessions for the working of 13 new mines, making a total of 1,184, viz., coal mines, 598; iron mines, 249; and other mines, 337. The production of the coal mines and iron works of France during the past year is estimated at a value of 472,000,000 francs.

As regards the agricultural progress of France, it will be seen presently, in comparing the export tables, how far the relative increase of natural produce has remained behind that of manufactures; but notwithstanding seasons of considerable depression, during which the low prices of grain created a species of panic amongst farmers, there is incontrovertible evidence that the riches of the soil are contributing largely to the prosperity of the country.

The harvest of last year was as regards cereals a bad one, the wheat crop, which is the most important in France, falling about 18 per cent. below that of an average year. On the other hand, the diminished production in this crop has been partially compensated by increased value; the price of wheat, which ranged in the early part of the year between 16 and 17 francs per hectolitre, having attained an average of 25 francs at the end of December, showing an increase of from 8 to 9 francs per hectolitre on the prices realized at the corresponding period of the preceding year. The movement of trade in other articles of agricultural produce shows very satisfactory results; the exports of cattle, sheep, butter, poultry, game, eggs, and wine manifesting, as will be seen hereafter, a large increase.

2. Export Trade.

The progress of the export trade of France during the last few years has been as follows:—

The exports from France of objects of French manufacture generally valued 2,266,400,000 francs in 1859; they valued 2,924,200,000 francs in 1864; showing an increase of 657,800,000 francs in five years.

If these gross returns be resolved into their constituent elements it will be found that those industries which it was supposed would suffer most severely by competition have steadily increased, and in some instances have made extraordinary progress.

The export of woven cotton goods valued 67,200,000 francs in 1859, and 93,700,000 francs in 1864, showing an increase of above 26,000,000 francs.

The exports of wollen goods valued 180,600,000 francs in 1859, and 355,900,000 in 1864, having very nearly doubled in value.

The exports of cotton and woollen yarns valued 6,900,000 francs in 1859, and 21,600,000 in 1864, showing an increase of 14,700,000 francs.

The exports of hemp and flax yarns valued 1,000,000 francs in 1859, and 21,500,000 francs in 1864, showing an increase of 20,500,000 francs.

The exports of linen woven goods valued 15,400,000 francs in 1859, and 24,500,000 francs in 1864, showing an increase of above 9,000,000 francs.

The exports of metal goods, excluding machinery, valued 43,700,000 francs in 1859, and 45,100,000 francs in 1864, and the exports of machinery rose in the same period from 6,800,000 francs to 9,500,000 francs.

As regards the trade with England alone, the exports rose from 591,277,000 francs in 1859, to 904,441,000 francs in 1864, showing an increase of 313,164,000 francs in five years.

The value of manufactures exported was 309,076,000 francs in 1859, and 521,974,000 francs in 1864, showing an increase of 212,898,000 francs.

Of these totals the exports of cottons rose in that period from 5,742,000 francs to 12,671,000 francs; woollens from 39,178,000 francs to 98,512,000 francs; yarns from 406,000 francs to 8,842,000 francs; linens fell from 3,331,000 francs to 3,103,000 francs; metal goods rose from 4,395,000 francs to 8,912,000 francs; and earthenware, glass, &c. from 4,398,000 francs to 5,993,000 francs.

The exports of raw produce rose from 282,201,000 francs in 1859 to 382,467,000 in 1864, showing an increase of rather more than 100,000,000 francs in five years. It has been seen that the increase in the exportations of manufactures in the same period was above 212,000,000 francs, so that the industrial progress is indicated by figures twice as great as those which represent the development of natural productions.

In order to show how far this relative rate of progress in the two branches of French exports to England has been recently modified, I will review briefly the principal items quoted in the latest statistics, which give the results of the first 10 months of 1866, as compared with the corresponding period of the preceding year:

	1866. 10 months.	1865. 10 months.
	Francs.	Francs.
Cattle - - -	25,317,000	13,731,000
Eggs - -	37,574,000	31,961,000
Butter - - -	46,026,000	34,367,000
Cereals - - -	47,285,000	25,946,000
Flour - - -	47,768,000	6,225,000
Wine - - -	39,717,000	29,136,000
Brandies - - -	48,233,000	27,479,000
Silk tissues - - -	225,965,000	187,137,000
Woollen ditto - -	95,994,000	80,125,000
Cotton ditto - -	9,110,000	7,266,000
Prepared skins - -	25,627,000	19,622,000
Leather goods - -	41,409,000	34,144,000
Hosiery, &c. - -	55,233,000	42,310,000
Millinery, &c. - -	13,072,000	8,925,000

Thus, the increase in the above exports was, in round numbers, as follows: cattle 12,000,000 francs; eggs 6,000,000 francs; butter 12,000,000 francs; cereals 22,000,000 francs; flour 41,000,000 francs; wine 10,000,000 francs; brandies 20,000,000 francs; silk tissues 38,000,000 francs; woollen tissues 15,000,000 francs; cotton tissues 2,000,000 francs; prepared skins 6,000,000 francs; leather goods 7,000,000 francs; hosiery, &c. 13,000,000 francs; and millinery 5,000,000 francs.

It should be remarked, however, that the large increase in the exports of cereals and flour is quite exceptional, and took place during the first half of the period, when the prices in the French corn market ranged very low. The two branches of commerce appear on the whole to maintain now a healthy rivalry, and to contribute more evenly than they did to the general increase of trade. The total exports to England in the first 10 months of 1866 valued 889,915,000 francs, against 680,428,000 francs in the corresponding term of 1865, showing an increase of 209,487,000 francs in favour of the latter period.

3. *The Labour Market.*

The rapid development of industrial enterprise in the country by increasing the demand for labour in a ratio much greater than the relative increase in the sources of supply, has raised the general rate of wages in France. It is, however, necessary to distinguish between real wages, meaning their exchangeable value with reference to the ordinary articles of consumption, and money wages. If the latter be alone considered it may be affirmed that the average rise in the rate of wages in France during late years has been very considerable, the rate of increase having varied, however, in different trades.

In the mines and forges under the direction of Messrs. Schneider and Co., called Le Creusot, 9,950 workpeople are employed, of whom only 250 are women. The annual expenditure on wages is about 10,000,000 francs. The mean rate of wages has risen, between the years 1850 and 1866, from 2 francs 50 centimes to 3 francs 45 centimes per diem, representing an increase of 38 per cent. Some of the workmen earn from 8 to 10 francs a day; and the wages of children when first employed vary from 1 franc 50 centimes to 2 francs a day. But in these and many other establishments in France, including those next cited, great facilities are given to the workpeople, at the partial expense of the proprietors, for feeding, lodging, clothing, and educating themselves and their families, which will be more particularly referred to hereafter, but which require mention here as increasing the nominal salaries paid to the workpeople. In the present case 700 families of operatives are lodged by the company at 50 per cent. below the normal rate of house rent, and 700 gardens let to them at the nominal price of 2 francs per annum.

In the printing and binding establishments of M. Alfred Mame at Tours, in which 1,000 workpeople of both sexes are employed, the actual rate of wages per diem ranges from 90 centimes to 2 francs 50 centimes for women, and from 3 francs 70 centimes to 8 francs for men, while the engravers earn from 10 francs to 12 francs.

A recent quotation of the wages ruling in the great manufacturing town of Roubaix shows that good workmen are earning from 6 francs to 8 francs, women from 3 francs to 5 francs, and children 1 franc 50 centimes per diem.

In a large clothing establishment at Paris, directed by Messrs. Bessaud and Co., 2,000 workpeople are regularly employed, and the current rate of wages per diem is, for good workmen, from 5 francs 50 centimes to 6 francs 50 centimes; for inferior workmen, from 2 francs 50 centimes to 3 francs 50 centimes; for good workwomen, from 3 francs 50 centimes to 4 francs; for inferior workwomen, from 2 francs to 2 francs 50 centimes.

In the military clothing establishment of M. Dusangtoy at Paris 3,300 workpeople are employed—viz., 800 men, 2,000 women, and 500 children—who received in wages during the year 1866 a sum of 2,500,000 francs. The rate of wages for men ranges from 5 francs to 10 francs a day; for women, from 2 francs 50 centimes to 4 francs; and for children, from 1 franc to 2 francs.

The general rate of money wages may be said to have increased about 40 per cent. in the last 15 years; but this by no means implies a corresponding rise in the real wages of the workman. The rise in the price of money wages has been accompanied by a very considerable rise in the price of the ordinary articles of consumption and of lodging; so that the improvement in the position of the labourer, meaning his power to supply himself with the necessaries and comforts of life, has been far from commensurate with the rise in the money value of his labour. Still, the relative proportions in which money wages and the price of commodities have risen leave a margin in favour of the former, and to this extent there has been a rise in real wages, which enables the labourer to feed, lodge, and clothe himself somewhat better than he could 15 years ago. The change in the value of money has affected, of course, equally the nominal price of labour and of commodities, and the greater relative rise in wages is the natural consequence of an increase in the capital employed in industrial enterprize, and may also have been affected by the greater facilities afforded to the labourer by the influence of opinion, and recently by legislation, to claim a larger share in the profits of production.*

The demand for labour consequent on the impetus given to manufacturing activity has tended to drain it from the rural districts, and congest it in the great towns. This result has been also largely promoted by the vast building operations which have been carried on by the State and municipal bodies in the great cities of France, and especially in Paris. The consequences have been very seriously felt in the agricultural districts, where the dearth of labour has at times entailed great embarrassment and heavy losses on the farmers. It does not appear that any attempt has been made to supplement the deficiency of rural labour by importations from abroad; but, on the other hand, a large number of foreign workmen—chiefly Belgian, German, and English—are employed in the manufacturing towns. In the town of Mulhouse alone there are more than 8,000 German workmen, and the number of Belgians employed at Roubaix is stated to be nearly 15,000; but it is difficult to say whether these foreign workmen have been imported for the special aptitude which they possess for particular branches of trade, or to supply merely numerical deficiency in the labour market. There is at this moment a strike among the workers in bronze of Paris, and it is reported that their employers, deeming the demands made upon them to be exorbitant and inadmissible, contemplate the importation of workmen from Berlin, where the industries in bronze are largely practised.

4. *Combinations to influence Rate of Wages.*

Combinations amongst workmen for the purpose of influencing wages have recently become general in France. They are now not illegal, except when accompanied by violence, menace, or fraudulent procedure.

The Penal Code formerly comprised the most rigorous stipulations against combinations of workmen. They were characterized as misdemeanors, and the promoters of them could be punished by imprisonment of two to five years' duration. The combination of employers for the purpose of unjustly depressing the rate of wages ("tendant à forcer injustement et abusivement l'abaissement des salaires") was also punishable by law, but with far less severity.

Under these laws (Articles 414, 415, and 416 of the Code Pénal of 1810) many prosecutions were instituted, heavy pains and penalties were inflicted, and the labouring class, deprived of all power of concerting measures for the enforcement of just claims, was left very much at the mercy of employers, whose affirmation in a question affecting wages was believed in a Court of Justice, while that of the workman was held worthless (Article 1781 of the Code Civil). No change was made in these laws until the year 1829, when a modification in them was introduced, which left their fundamental and essential conditions untouched and merely equalized the penalties against employers and workmen, to satisfy the principle of the equality of all citizens in the eye of the law.

Some interesting statistics relating to the number of persons prosecuted under these laws between the years 1853 and 1862 will be found annexed.

But at the latter date a considerable agitation had already begun in favour of the substitution of a humane and liberal law in the place of enactments which, besides being harsh and unjust, were unsatisfactory in their operation. The subject was soon taken into consideration by the Imperial Government in a liberal spirit, and at the commencement of the year 1864 a Project of Law was presented to the Legislative body for abolishing the penalties attaching to simple combinations either of employers or of workmen for the purpose of influencing the rate of wages. It is preceded by an interesting historical sketch of the legislation, not only of France but of foreign countries, on combinations among employers and workmen, to which is added an exposition of the principles on which the Project of Law is framed. This Project was referred by the Legislative body to a Commission, of which M. Emile Ollivier was the reporter. His valuable report explains the modifications introduced by the Commission into the Government Project.

The Law thus modified was promulgated by Imperial Decree on the 27th of May 1864. It simply substitutes for the then existing Articles of the Code Pénal three new Articles, which define the penalties to be awarded to combinations, accompanied by violence, menace, or fraudulent procedure, among employers or workmen for the purpose of causing a concerted cessation of work, with a view to influence wages or interfere with the liberty of trade or of labour. All other combinations (that is to say, such as are unaccompanied by violence, menace, or fraudulent procedure) are legalized by implication. In other words, the right of peaceful and orderly combination exists, and the law only interferes with what are familiarly termed "strikes" and "lock-outs" when they assume a criminal character.

It must be said that ample advantage has been taken of this change in the disposition of the law by the work-

* It is difficult to estimate the relative price of labour in England and France. The rate of money wages may be higher in one country than in the other; but no just comparison can be instituted unless the quantity and quality of labour supplied in each case is fairly appraised. It is a question which only experts can decide, and on which they are known to differ.

men. There is scarcely a trade in France of which, during the last three years, the members have not combined for the purpose of increasing the rate of wages and diminishing the duration of labour, and their efforts to this end have usually met with success. "Strikes," either general or partial, have been of common occurrence. At the present moment there is a "strike," as already mentioned, among the workers in bronze, whose requisition for an increase of wages has, it is said, assumed the form of a demand for a share of two-fifths in the profits of their employers, the books of the latter to be submitted to a committee charged to ascertain the amount of profits realized. "Strikes" are also threatened by the skin-dyers engaged in the glove trade, and by the carvers in wood, and another is actually in progress among the slaters and plumbers at Rouen.

Many disputes, however, between employers and employed have been settled by the friendly intervention of the State authorities. Neither can hold a meeting without previously obtaining the sanction of the Prefecture of Police, and the application for such sanction has frequently furnished the occasion for an amicable mediation which has brought about an understanding between the disputants.

It should be said that the combinations to which reference has been made are, as far as is known, unconnected with political matters. By assuming a political character, they would at once come under the prohibitory action of the law.

It remains to consider under this head what has been the influence of the new law on combinations. There are of course two parties to be heard in the case. The workmen generally admit that the faculty to combine, of which they have largely availed themselves, has enabled them to raise the rate of their money wages, and to obtain some diminution in the hours of labour, and that the law has consequently been of benefit to them. The employers, on the contrary, for the most part assert that the law has proved to them an unmitigated evil, and they have loudly denounced and continue to denounce it as subjecting them to the tyrannous coercion of the employed. Precisely the same complaints as are heard just now on this subject in England may be heard in France.

It is asserted that the workpeople, by striking for exorbitant wages when they know that their employers have a time contract on hand, can force ruin upon the latter, and that many contracts have been rejected owing to the impossibility of working them at a profit while the price of labour is artificially raised. These contracts, it is asserted, pass into the hands of foreign manufacturers, who have not yet fallen under the tyranny of their workmen; and the trade of the country suffers in this way the most serious detriment.

There are, indeed, plenty of prophets of evil who declare that either the unjust pretensions of the workpeople must be controlled by law or that the manufacturing industries of France will be ruined. These assertions, like all *ex parte* statements, probably exaggerate the evil of which they complain; but there is sufficient truth in them to lead men of moderate judgment to the conclusion that an inquiry on the subject such as is about to be instituted in England must eventually be made also in France.

The question appears to be this—how the right of the workpeople, which nobody in the present day would think of withdrawing from them, to combine for the protection of their just interests, can be regulated so as to deprive them of the power to prejudice the equally just interests of their employers. It is clear that such power is theirs if they can force an employer either to complete a contract under conditions which entail a loss, or to throw it up under penalties. But this is, after all, an exceptional case, which presupposes that a particular body of workpeople take advantage of fortuitous circumstances to demand a rate of wages higher than that fixed by the operation of the law of demand and supply. If the wages demanded be not higher than the ruling price of labour in the market, the employer, it is true, must necessarily concede it or throw up his contract; but in this case the hardship he suffers may be attributed to his own improvidence or miscalculation in entering into a bad bargain. If the wages demanded be, on the contrary, higher than the ruling price of labour, the employer will, generally speaking, find substitutes for the workpeople who may leave him rather than abandon their exorbitant claims.

In either case, therefore, justice will be ultimately determined by the ordinary action of economic laws; but while the dispute lasts great injury may unquestionably be inflicted both upon the employer and the employed; and it is clearly a matter of great moment to all parties to devise, if possible, some means of obviating the incessant recurrence of such disputes.

To discuss scientifically the methods calculated to attain that end is altogether beyond the province of this paper; but some indication may be attempted of the results to which the dissensions between the employers and the employed in France seem to point. According to the ruling practice, the workman is interested only in the amount of wages he may obtain from his employer; he is not interested in that amount relatively to the profits to be derived from the work on which he is engaged. He has, therefore, a strong inducement to force up the rate of his wages irrespective of all other considerations, and, although he will never succeed in maintaining that rate above the market price of labour, his attempt to do so may, under peculiar circumstances, drive away trade from the home to the foreign market, and entail at least many temporary evils. But if the workman were made a party to the contract for work—if, in other words, the wages he earned were dependent on the profits to be realized—he would take a wider and juster view of the preliminary demands which he might put forward in any particular case, and his eventual remuneration would be determined by the more or less advantageous issue of the business in which he was employed.

But if the proposition to which these considerations lead be admitted, that labour should receive not a hypothetical share (which wages represent), but a *bonâ fide* share in the profits or losses arising from work, the difficulties attending the practical application of that theory are beyond doubt of a very grave and complicated nature. The first question to be decided is the proportion in which profits shall be divided between capital and labour; the second is, how labour, which has nothing to lose, can in any real sense take a share of losses, or, in other words, how far the workman can conscientiously take part in a commercial venture; the third is, what proportion of wages shall be paid *pro ratâ* to the workman to enable him to subsist before any profits, if profits there be, can be realized.

It is needless to say that many methods of solving these questions have been proposed in France, as elsewhere, and it is probable that they will long continue to form the subjects of scientific discussion and of practical experiment before they can be completely answered. I may, however, briefly record some practical suggestions which have been made on the subject.

To take the third question first. It is proposed that a *minimum* rate of wages, to be paid weekly, should be fixed by vote in a general assembly of the co-operative society; the dividend on profits (his share of which will complete the workman's wages) to be declared quarterly, half-yearly, or annually, as may be found convenient. It is contended that this *minimum* rate of wages need not necessarily be regulated by the market price of labour; that being simply a provisional arrangement, it may often, and without injustice be lower than the market price. The rate should be voted twice a year, the value of labour being more variable than that of capital.

2ndly. If at the end of the quarter (or whatever term may be fixed) the undertaking has yielded no profits, or has resulted in actual loss, the workman who has received only a minimum rate of wages will have lost so much of the value of his labour, the capitalist so much of the value of his capital.

3rdly. In order to arrive at a division of profits, the amount of the capital employed should be compared with the sum of wages paid. If the capital employed amounts, for example, to 60,000 francs, and the sum of wages paid to 40,000 francs, three-fifths of the net profits realized should go to the capitalists, and two-fifths to supplement the wages of the workmen.

There are some very obvious objections to this suggestion. It provides, like every scheme of the kind which I have met with, that the workman's share of profits shall be determined by the cost of manual labour; in other words, by the wages (or "advances" they might be called) which he has received to enable him to subsist. Now, it is clear that in every co-operative society the rate of those advances must be determined by the assent of all its members; and as the eventual share of profits to fall to the workman will depend on the amount of money received by them in this form, there is a direct antagonism of interest between them and the capitalist in fixing the standard of the provisional remuneration which they are to receive. Hence the ancient disputes about wages would be simply revived in a new form. It is true that as soon as the workman should acquire any share in the capital of the concern, his interest as a capitalist would modify to some extent the antagonism in question; and, indeed, it appears essential to the successful organization of co-operative societies of production (that is, those which sell the produce of their industry) that every member should possess a share in the capital of the association. In the present condition of the bulk of the labouring population in all countries, the speedy formation of such so-

cieties on any very extended scale cannot be expected; but if regard be had to the influence which other forms of co-operation are exercising both on the moral and material condition of the working class, such a result may not unreasonably be anticipated for the future. It is not only that the societies to which I allude enable the workmen to effect a saving in the purchase of the primary articles of consumption, in the cost of his lodging, or in the terms on which he may contract small loans, but that the plan on which they are conducted offers him at once an example of what prudence may effect, and furnishes him with an opportunity of exercising it on his own behalf by the investment of his savings. It has been a great mistake in the procedure of the working classes in France that they have preferred societies of production to building societies, loan societies, and those which may be termed societies of consumption. The latter should come first; for their tendency is to endow the workman both with the capital and the prudence without which his participation in the productive form of society is seldom satisfactory.

Another difficult question regarding the organization of co-operative societies has reference to their management. If they consist of capitalists who do not labour, and of workmen who own no capital, what part, if any, are the latter to take in the direction of business and in the government of the establishment? and the question is only varied when the workmen possess a relatively small portion of the capital employed.

Other questions of practical difficulty concern the claim of a retiring member of the society on the capital to which he has contributed, the employment of workmen who are not associates, and points of a legal character regarding liability. Various systems, which will be hereafter mentioned, have been tried, or are in course of trial in France, but it may be said here that they are hitherto regarded as simply probational. There is no pretension, as far as I am aware, in any quarter, to have already devised any complete system of co-operation between capital and labour; but there is a general desire to promote by scientific discussion and practical experiment the solution of a question which appears to be rapidly assuming the gravest importance in regard to the vital interests of society. Meanwhile what has been practically effected in France towards the realization of co-operative principles will come under consideration in the following and concluding section of this paper.

5. *Co-operative Societies.*

There are many co-operative societies actually existing in France, which may be divided into three broad categories:—

1. Societies of consumption; of which the function is to buy and sell to members alone, or to members and non-members, the necessaries of life, or the raw materials of their industry.

2. Societies of credit; of which the function is to open accounts of credit with their members, and advance them loans.

3. Societies of production; of which the function is to sell, whether collectively or individually, work executed by their members.*

Of these three forms of association the first has especially flourished in England; the second in Germany; and the third in France. It is to this last that I propose chiefly to direct attention. The French societies of consumption are but copies of the great Rochdale society and its numerous progeny; and there is nothing, I think, in the French societies of credit which is not illustrated on a larger scale in the more complete organizations of this character in Germany. But the societies of production took their rise in France, where they continue to be the objects of popular predilection, and a special interest attaches to them in connexion with questions affecting the association of capital and labour.

The first attempts to form such societies were made in France by M. Buchez, as far back as the year 1831. They were placed under a general manager; they employed workmen who were not associates; and what constituted their special characteristic was the formation of a permanent and indivisible fund, which comprised nearly the whole capital of the society, upon which no member who retired from the association had any claim. This exaggeration of a reserve fund is thought to have acted very prejudicially on these societies which, whether from that cause or from other defects inherent in their constitution, were nearly all ruined in the course of a few years. One of these associations, however, which all partook of a religious and sectional character, "La Societé de Bijoutiers en doré," founded in 1834, and which recast its statutes in 1843, still subsists at Paris, and is said to be sufficiently thriving.

About the year 1840 an experiment, which is cited by Mr. Mill in the second volume* of his "Principles of Political Economy," was made by a Paris tradesman, a house painter, M. Leclaire, to give to his workmen a share in the profits of his establishment. M. Leclaire employed about 200 workmen, whom he paid in the usual manner by fixed wages or salaries. He assigned to himself, besides interest for his capital, a fixed allowance for his labour and responsibility as manager; and at the end of the year the surplus profits were divided among the body, himself included, in the proportion of their salaries. But the number of workmen whom M. Leclaire admitted to this share of profits was only a portion (rather less than half) of the whole number employed. As all the workmen, however, received the full market rate of wages, those admitted to this privilege added so much clear gain to the ordinary earnings of their class, and the existence of the privilege acted at once as an incitement to exertion and a recompense of merit. It is interesting to know that this system, with which M. Leclaire expressed himself as highly satisfied in 1842, is still in operation in his establishment in the Rue St. Georges at Paris. The establishment was, however, reorganized on the 15th of February, 1864, and is now conducted in the following manner:—There are two proprietors, Messrs. Leclaire and Defournaux; and there are 59 "associate" and from 100 to 200 "non-associate" workmen. The benefit society ("société de secours mutuels") of the workmen, which has accumulated a considerable capital, enters with 100,000 francs as a partner into the concern, in which each of the proprietors has invested a capital of 100,000 francs. The annual profits of the establishment are thus divided:—25 per cent. to each of the two proprietors, who receive besides a salary of 6,000 francs a-piece as managers; the remaining 50 per cent. are assigned to the clerks ("employés") and workmen in the proportion of two-fifths to the benefit society, and three-fifths to be divided among the clerks and workmen who have rendered themselves worthy of this recompense. It is stated that the conduct of the workmen is exemplary; that the best relations subsist between them and the proprietors; and that the participation of the workmen in the profits of the establishment has exercised considerable influence both upon the rapidity and quality of the work executed.

During the revolutionary excitement of 1848 a great number of co-operative societies were formed, mostly upon principles radically opposed to scientific aws. The eleemosynary aid granted to these societies by the State seemed to act as a blight upon its recipients. Fifty-six societies participated in the sum of 3,000,000 francs, voted for this purpose by the Constituent Assembly, and of this number no less than 42 societies entirely collapsed, after a brief and very precarious existence.

But it is satisfactory to record that some societies formed during this period, which had the wisdom and the courage to organize themselves upon sound principles, met with the happier destinies which they deserved. A co-operative association, called "Société des Tourneurs en Chaises," was founded in Paris in 1848. Its members, eschewing the popular errors of the day, would neither accept any assistance from the State nor admit the principle of equality of wages. The work was paid for both by the piece and by the day—the best workmen drawing their wages on the former, the inferior workmen on the latter system. The association was conducted by responsible managers, appointed by the society and removable at pleasure, but to whom during their tenure of office unlimited authority was given; and under these conditions the society has had a prosperous career. It has recently been reconstituted for a period of 15 years, and till the end of that term no portion of the existing capital can be withdrawn.

Another society founded in 1848 — the "Association des Maçons"—has met with remarkable success. It consists at present of 84 members, of whom two are managers, and a third assistant-manager. Of the remaining 81 members, two-thirds labour with the hod and trowel, and the remainder are superintendents and distributers of work, or simply holders of capital. The society employs habitually from 200 to 300 workmen, who are called "auxiliaries," but who have no share in profits. The system of admitting them to participation in profits was tried, but abandoned as impracticable, owing to the impossibility of reconciling them to a share of losses when losses occurred. The society employs at present a much greater number than its usual complement of auxiliary workmen, as it has undertaken the contract to build a new station in Paris for the Orleans Railway, of which the cost, it is said, will be about

* There are also building societies which construct houses for their members; and societies which undertake the execution of work by contract.

* Book iv., chap. vii.

2,000,000 francs. The power to execute such a contract speaks well for the prosperity of the society.

The society of "Facteurs de Pianos" has a pathetic history of its own. It was founded in 1849 by 14 workmen, with a capital of 229 francs 50 centimes. It never received any subvention from the State; it struggled on through many difficulties; and it now possesses a capital of 180,000 francs, and does an annual business of 190,000 francs.

The society of the "Ouvriers Lunettiers" was also founded in 1849, and did last year a business of 600,000 francs.

In 1851 a co-operative society was formed at Vienne (Isère), which was at first a manufactory of cloth, and has since added to its original establishment a flour mill, a bakery, a grocery house, a coal depôt, and a farm. It does an annual business of above 1,000,000 francs.

There are three great co-operative societies at Lyons, of which the largest—"Société des Tisseurs"—comprises 1,800 members; and the "Association des Rubanniers" at St. Etienne counts 1,200 members, and possesses a capital of 1,200,000 francs.

There are a great number of these co-operative societies (I speak exclusively of those of "production") in the provinces; the number of them in Paris alone being 39.

There are also in France a great number of establishments in which the proprietors have voluntarily introduced a form of co-operation with a view of raising the moral and material condition of their workmen.

The iron foundry of M. Godin-Lemaire at Guise is deservedly famous. It numbers 900 workmen, who, maintaining amongst themselves the most intimate social relations, are known under the appellation of Familistère de Guise. The proprietor constructed in 1859, at the cost of 800,000 francs, a large house containing 250 separate lodgings, let to his workmen at a rent of 3 per cent. on the capital expended. The value of this property is now being divided into shares purchasable by its inmates, who will eventually become its sole proprietors. M. Godin-Lemaire is about to follow the same course with his foundry. The value of the plant is to be divided into shares of 25 francs, by means of which he aims at associating the whole body of his workmen in the industrial enterprize which he directs. The primary articles of consumption are furnished to the workmen at reduced prices; their prudence is stimulated by the hope of becoming co-proprietors of the house and foundry; and ample provision is made for their instruction and the education of their children.

The same liberal dispositions for the improvement and comfort of the workmen obtain in the factory of Messrs. Dollfus, Mieg, and Co., at Mulhouse and Dornach, the former of whom founded the Building Society of Mulhouse, known as the "Société des Cités Ouvrières;" in the factory of M. Charles Kestner, near Giromagny; in the establishment of Messrs. Schlumberger and Co., at Guebwiller, and in that of Messrs. Bourcart and Co., in the same town; in the shoe manufactory of M. Savart at Paris; in the factory of Messrs. Steinheil, Dieterlen, and Co., at Rothau; and in the establishments of the Orleans Railway Company and that of the "Chemins de fer du Midi."

There are many other such establishments worthy of mention, but too numerous to name, in which the workmen, besides receiving facilities to procure food, clothes, lodging, and education for themselves and their families on the most advantageous terms, are allowed to share in the profits of business, generally by means of rewards or prizes, representing a per-centage of profits, allotted to them at the end of the year by the proprietors. It must be remembered, however, that these rewards are voluntary gifts on the part of the employers to the employed, and that they do not involve the application of co-operative principles in any strict sense of the term; but I was unwilling to pass these establishments over without mention, because their influence has been important in promoting a friendly alliance between capital and labour, and in raising the moral standard of the large body of workmen they employ.

As regards the success which, on the whole, has attended co-operative societies of production in France, it is difficult to characterize it. It has been seen that many of these societies (especially of those founded in 1848) have collapsed; the existence of others is very precarious; while a few, such as the Society of Masons, are remarkably prosperous. But even those societies which have died, or which still live precariously, have not been without their value. They have served to indicate the direction of success, although they have failed in pursuing it; they have furnished examples of faults to be avoided; and they have in many cases promoted popular belief in the worth of scientific principles, by exhibiting the worthlessness of their opposites.

Putting aside the failure of systems which were radically opposed to economic laws, it may be said that the fault displayed in the organization of these societies has been generally too much faith in the combination of skill and labour, and too little regard for the co-operation of capital.

It would appear that there is, if not an antagonism, at least a competition of interests between capital and labour when distinctly represented in a joint enterprize, which, except under moral conditions which cannot be predicated as normal, tends fatally to interfere with their harmonious co-operation. It would also appear that the combination of skill and labour cannot in the present day practise successfully manufacture without the aid of sufficient capital; and the deduction from these propositions is that the workman should aim at becoming in some measure a capitalist himself before he seeks to become a co-operator with capitalists in industrial enterprize.

I have already observed that if the organization of that class of co-operative societies which enables the workman to effect savings and to learn providence had preceded in France the formation of productive societies, into which he can only enter with success as a prudent capitalist, the results as regards the latter would in all probability have been more propitious.

It remains only for me to say on this head that the subject of co-operative societies deeply engages public attention in France, and is about to engage that of the Legislature. A Commission appointed to examine the questions affecting them has terminated its labours; and a project of law has been submitted to the Chamber, and will probably be discussed during the present session. The debate on this subject will be regarded with profound interest, for it is felt that the future association of capital and labour involves not only the solution of a question in economy, but the embodiment of a new principle in civilization.

In bringing this despatch to a conclusion, I am led to touch upon the inquiry as to whether the facts which have been under consideration suggest the probability of France becoming a dangerous rival to England in the commercial competition of the world. I venture to think not. As regards the wealth and enterprize of her capitalists, and the energy and industrial aptitude of her people, England, I apprehend, has no reason to fear a comparison with France; while as regards the command of mineral wealth, and the possession of experienced knowledge in commercial and industrial enterprize, the advantage is clearly on her side.

As regards the labour market, the state of which is of vital importance in estimating the conditions of industrial success, it appears to be similarly affected by the same causes in England and France. In both countries employers and employed enjoy the right of combination for the purpose of influencing the rate of wages. In both countries the exercise of this right, which is now as common in one as in the other, has confused the course and checked the prosperity of trade. In both countries the question of devising means for the harmonious co-operation of capital and labour forms a commercial and social problem of the first magnitude, and on a wise solution of it the prosperity of national industry appears principally to depend. I know, however, of no reasons which would justify the anticipation that this question will be solved more speedily or successfully in France than in England.

I have, &c.

(Signed) JULIAN FANE.

Enclosure in No. 4.

Extract from the "Moniteur Universel" of May 28, 1864.

Paris le 27 Mai 1864.

Loi qui Modifie les Articles 414, 415, et 416 du Code Pénal (Coalitions).

NAPOLEON par la grâce de Dieu et la volonté nationale, Empereur des Français,

A tous présents et à venir, salut:

Avons sanctionné et sanctionnons, promulgué et promulguons ce qui suit:

LOI.

Extrait du Procès-Verbal du Corps Législatif.

Le corps Législatif a adopté le projet de loi dont la teneur suit:

Article 1. Les Articles 414, 415, et 416 du Code Pénal sont abrogés. Ils sont remplacés par les Articles suivants:

"Art. 414. Sera puni d'un emprisonnement de six jours à trois ans et d'une amende de 16 francs à 3,000 francs, ou de l'une de ces deux peines seulement quiconque, à l'aide de violences, voies de fait, menaces ou manœuvres

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fraudeuses, aura amené ou maintenu, tenté d'amener ou de maintenir une cessation concertée de travail, dans le but de forcer la hausse ou la baisse des salaires ou de porter atteinte au libre exercice de l'industrie ou du travail.

"Art. 415. Lorsque les faits punis par l'Article précédent auront été commis par suite d'un plan concerté, les coupables pourront être mis, par l'arrêt ou le jugement, sous la surveillance de la haute police pendant deux ans au moins et cinq ans au plus.

"Art. 416. Seront punis d'un emprisonnement de six jours à trois mois et d'une amende de 16 francs à 300 francs, ou de l'une de ces deux peines seulement, tous ouvriers, patrons, et entrepreneurs d'ouvrage qui, à l'aide d'amendes, défenses, proscriptions, interdictions prononcées par suite d'un plan concerté, auront porté atteinte au libre exercice de l'industrie ou du travail."

Art. 2. Les Articles, 414, 415, et 416 ci-dessus sont applicables aux propriétaires et fermiers, ainsi qu'aux moissonneurs, domestiques et ouvriers de la campagne.

Les Articles 19 et 20 du titre II de la Loi de $\frac{8 \text{ Septembre}}{6 \text{ Octobre}}$ 1791 sont abrogés.

Délibéré en séance publique, à Paris, le 2 Mai 1864.

Le Président,
(Signé) Duc de Morny.

Les Secrétaires,
(Signé) Comte Joachim Murat.
Henri Noubel.
Séverin Abbatucci.
H. Busson-Billault.

Extrait du Procès-Verbal du Sénat.

Le Sénat ne s'oppose pas à la promulgation de la Loi relative à la modification des Articles 414, 415, et 416 du Code Pénal, relatifs aux coalitions.

Délibéré et voté en séance, au Palais du Sénat, le 17 Mai 1864.

Le Président,
(Signé) Troplong.

Les Secrétaires,
(Signé) Le Général Comte de Goyon.
A. Le Roy de Saint-Arnaud.

Vu et scellé du sceau du Sénat :
Le Sénateur Secrétaire,
(Signé) Baron T. de Lacrosse,

Mandons et ordonnons que les présentes, revêtues du sceau de l'Etat et insérées au "Bulletin des Lois," soient adressées aux Cours, aux tribunaux, et aux autorités administratives, pour qu'ils les inscrivent sur leurs registres, les observent, et les fassent observer, et notre Ministre de la Justice et des Cultes est chargé d'en surveiller la publication.

Fait au Palais des Tuileries, le 25 Mai 1864.
(Signé) Napoleon.

Par l'Empereur :
Le Ministre d'Etat,
(Signé) E. Rouher.

Vu et scellé du Grand Sceau :
Le Garde des Sceaux, Ministre de la Justice et des Cultes,
(Signé) J. Baroche.

No. 5.

Earl Cowley to Lord Stanley.—(Received April 24.)

My Lord, Paris, April 23, 1867.

Mr. Fane, in his despatch of the 31st ultimo, had given your Lordship so much information respecting combinations among workmen in this country, and had evidently studied the subject with so much care, that I considered I should best carry out the instructions contained in your Lordship's despatch of the 3rd instant by referring that despatch to him and requesting him to furnish your Lordship with such further information as he might be enabled to obtain on the matters alluded to therein.

The inclosed Report, which I have received from Mr. Fane, will show your Lordship that I did well to take this course.

I have, &c.
(Signed) Cowley.

Enclosure in No. 5.

Mr. Fane to Earl Cowley.

My Lord, Paris, April 20, 1867.

Your Excellency instructed me to ascertain whether there are in France any laws or enactments affecting the combinations of workmen, strikes, &c. in addition to those which formed the enclosures of my despatch to Lord Stanley of the 31st ultimo, and to report any information which I might be able to acquire as to the working of trades unions, if any existed in France.

As regards the first question, I have the honour to report that there is no addition to be made to the documents which accompanied my despatch above cited. The Law of the 25th May 1864 regulates the combinations of workmen for the purpose of influencing wages by defining the limit within which they become penal. The "Exposé des Motifs" and the "Rapport" of M. Emile Ollivier, which I annexed to the copy of the Law itself, give a clean and comprehensive exposition of the measure of liberty which the law concedes, and of the nature of the abuses against which it is designed to operate. So far as regards the Criminal Law. As regards the Civil Law, it will be found embodied in the "Loi sur les Sociétés," which lays down the conditions to be fulfilled by every society before it can acquire a legal status. The amended project of this law, which will probably be passed during the present session, was also annexed to my former despatch.

As it may be convenient to the Commission to possess a duplicate set of these documents, I have the honour to enclose herewith an additional copy of each,* having been compelled, however, for this purpose to delay the present Report, owing to the difficulty I have experienced in obtaining another copy of the "Exposé" and "Rapport" of the Law of the 25th May 1864, which are almost out of print.

With respect to the second question, Trades Unions—meaning associations similar in character and operation to those which receive that denomination in England—do not at present exist in France. It is, however, generally believed that attempts will now be made to organize them. But both the Special Law regulating the combinations of workmen and the general dispositions of the Penal Code, as well as the ordinary police regulations, are adverse to such a design.

Perhaps the readiest method of indicating the operation of these laws will be by giving samples of what action may legally be taken under their provisions, and what action would constitute a violation of them.

Suppose, then (what is now a case of ordinary occurrence), that the members of any trade in France desire by combination among themselves to raise the existing rate of their wages. Their first step is to apply to the Prefect of Police for permission to hold a meeting. Such a meeting not being illegal, is, as a general rule, at once sanctioned, but the laws affecting public security necessitate the presence at every meeting of an agent of police to watch the proceedings on behalf of the authorities. The meeting is accordingly held under these conditions. Resolutions are passed fixing the increase in the rate of wages to be demanded, the duration of labour, the method of its remuneration (whether by the day or by the piece), and other conditions which it may be thought advisable to ask from the employers, and affirming, if necessary, that those present will abstain from work until these conditions are obtained. In the latter case, a committee is generally formed to collect a rate among the members of the trade, and to receive contributions from other sources, to assist those who may consent to "strike." The legality of these proceedings results clearly from the "Report on the Law of Coalitions."†

As regards the collection of money both from the members of the trade and other sources to assist those "on strike," the reporter, after distinctly affirming that the formation of a "strike fund" ("caisse de chômage") does not constitute a violation of the Special Law, seems to anticipate the very case which has recently arisen in England by throwing a doubt on its legality under the laws regulating commercial and other societies.‡ I apprehend his meaning to be, that while such "funds" may be freely formed (and the announcement of their formation in connexion with recent strikes in Paris is publicly made), they would probably not receive legal recognition in a court of justice.

Having sketched the character of proceedings which would be legal at such a meeting as I have supposed, I will endeavour to show how they might deviate into violations of the law.

(I may state parenthetically that the introduction of any political matter into the discussions would constitute a breach of the law, and would entail the immediate dissolution of the meeting by the police agent present.)

Suppose that at such a meeting any members of a trade make affirmations which are wilfully false, that they attri-

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* Loi sur les Coalitions: Exposé. Loi sur les Coalitions: Rapport. Projet de Loi sur les Sociétés. Annexe au Projet.

† Rapport, page 63.

‡ Ibid, page 68.

bute, for instance, to the employers resolutions that have never been taken by them, or that they assert, knowing it to be false, that such demands as they advocate have been conceded to the workmen in a neighbouring town, and that they have succeeded by such false representations in initiating or prolonging a strike, they become amenable to the first paragraph,* and are liable to imprisonment of from six days to three years, and to a fine of from 16 to 3,000 francs, or to one of those penalties only, at the discretion of the judge. They may also, under the provisions of the second Article of the Law, be placed under the surveillance of the superior police for a period varying from two to five years.

Suppose, again, that at such a meeting, certain members of a trade having previously taken concert among themselves propose to inflict penalties and fines on those who accept work on conditions prescribed by them. The simple proposal would not constitute an infraction of the law,† but any violation of the freedom of labour by the infliction of such fines and penalties would constitute a misdemeanor, and subject the authors of it, under the third paragraph of the law, to imprisonment of from six days to three months, and to a fine of from 16 to 300 francs, or to one only of those penalties at the discretion of the Judge.

It will be seen how the existence of this law, and the fact of a police agent being present to report any resolutions which tend even to infringe it, must militate against the organization of a society which should aim at regulating the conditions of labour by the enforcement of arbitary rules. Surreptitious action may of course be resorted to; and there is little doubt that intimidation is secretly exercised over the members of a trade to induce them to join their fellow-workmen in a strike, or to molest them in case of refusal. All the annoyances, especially of a social character, which may be inflicted on a workman by the resolute hostility of his fellows are to him serious evils from which no law can protect him. It may, however, be doubted whether such proceedings alone can do much to effect the objects of an organized tyranny; and the restrictions on the liberty of meeting in France will operate, perhaps, more powerfully to prevent the establishment of such a tyranny than the law specially designed to safeguard the freedom of the workman.

A reference to the text of the law will show, however, how carefully it provides against all methods of coercion. It renders punishable in the first degree whosoever by means of violence (including insults),‡ blows, menaces, fraudulent manœuvres (including wilfully false representations),§ shall have brought about or prolonged, or attempted to bring about or prolong, a concerted cessation of work, with a view to force up or down the rate of wages, or to violate the liberty of trade or of labour; and it renders punishable in the second degree all workmen, employers, and contractors of work, who, by means of penalties, prohibitions, proscriptions, and interdictions, pronounced in pursuance of a concerted plan, shall have violated the liberty of trade or of labour.

Any attempts, therefore, which may be made to establish an organized tyranny over labour in France will meet with very serious obstacles both in the special law which regulates the combinations of workmen, and in the general laws affecting public security.

The object at which the workmen in France immediately aim is the establishment of such a concert between members of the same trade throughout the country as shall secure uniformity in the demands made upon employers. To extend this concert to members of the same trade in foreign countries is an idea imported from across the Channel. It will be remembered that during the strike of the London shipbuilders last winter, a statement was put forward on behalf of the employers that, owing to the high rate of wages demanded by the workmen, contracts which under these conditions would not prove remunerative had necessarily been rejected, and these contracts had been transferred to the shipbuilders of other countries, to the obvious injury of British trade. The moral intended to be thus conveyed to the workmen was that they should not strike for high wages; but the conclusion which they appear to have drawn was that they must extend the system of combination to other countries so as to secure, if possible, a uniformly high rate of wages in the principal labour markets of Europe. Something has already been done to promote this scheme. Shortly after the commencement of the strike of the tailors of Paris, which is still in full progress, delegates of the trade arrived from London whose object, it is said, was to encourage the strike, and to assimilate the demands made upon French employers to those maintained by the workmen in England. There is little doubt that this example will be followed in other branches of trade, and I believe that it is intended to take advantage of the presence in Paris this year of the large bodies of foreign workmen who are expected to visit the Exhibition, in order to establish, if possible, a general agreement as to the conditions of labour in the principal countries of Europe.

F.
Foreign Office Correspondence.

I. *Industrial Questions.*

France.

I have, &c.
(Signed) Julian Fane.

P.S.—It may be of interest to the Commission to possess the Blue Book containing the evidence taken before the Imperial Commission appointed to inquire into the subject of co-operative societies; and I have the honour to annex a copy to this despatch.

At page 587 of the Blue Book will be found a list of the persons who gave evidence. They are the persons best qualified to give the Commission every information respecting the conditions of trade and the associations of workmen in France. It will be seen that the list includes persons of every rank.

J. F.

STATES OF THE ZOLLVEREIN.

States of the Zollverein.

No. 6.

Mr. Morier to Lord Stanley.—(Received May 2.)

My Lord, Darmstadt, April 28, 1867.

I have the honour to acknowledge the receipt of your Lordship's despatch of the 3rd instant, in which you instruct me to furnish, for the use of the Royal Commission appointed to inquire into the action of the trades unions, a full report upon the working of the trades unions which may exist in the Zollverein, and all the information which it is in my power to obtain relative to the laws affecting combinations of workmen, strikes, &c.

I beg leave to state in reply, that if under the term "trades union" is meant a society, the distinctive characteristic of which consists in the funds of such society being applicable indiscriminately to "benefit" purposes, and to so-called "trade" purposes, this form of association is, as far as I can learn, unknown in the Zollverein.

It could hardly be otherwise in a country in which benefit societies are under the immediate control of the State; whereas trade combinations for the purpose of influencing wages have hitherto been illegal.

In Prussia, to which my inquiries have as yet been mainly directed, the interference of the State in the matter of benefit societies for the working classes is not confined to the mere negative function of supervision, but is, on the contrary, of a very positive kind. It calls these societies into life where they do not exist, draws up their statutes, and not only compels the workmen for whose relief they are founded to subscribe to them, but forces the employers of these workmen to double the amount contributed by the latter.

In 1860 the Journeymen Relief Unions of Prussia, to which this compulsory character is attached, numbered 2,219, with 157,664 members, and an income of 124,752 thalers. The Factory Operatives' Mutual Relief Unions numbered 719, with 170,847 members, and an income of 835,176 thalers.

Other miscellaneous relief societies, all of them equally under the control of the State, brought up the whole number to 3,644, with 427,190 members, and a yearly income of 1,361,919 thalers.

At the same date the Prussian law punished with fine and imprisonment any workman who combined with his fellows for the purpose of obtaining concessions from his employer by refusing to work.

These facts will suffice to show that the objects for the combined attainment of which the system of trades unions has been established in England, are in Prussia necessarily dissociated from each other, and it is this necessary dissociation which appears to me to constitute the radical difference between the conditions under which the problem of labour in its relation to capital presents itself in the two countries.

The strength of the English system depends, to borrow a term from the phraseology of international law, upon the "anceps usus," the two-edged purpose, to which the funds of the trades union may be applied. They are raised for the purposes of peace, but they are applicable to the purposes of war. The effort of saving, upon which the fund depends, is made in view of the direct and tangible advantages secured to the person who makes the effort, and the possible contingency of a wastful application of these savings to trade purposes remains a something, remote and indistinct, which does not immediately affect the imagination. Thus there is built up almost imperceptibly, a powerful machine, fulfilling some of the most useful and important functions to which corporate action can be applied, but which at a

* Rapport, page 69.
† Ibid, page 73.
‡ Ibid, page 66.
§ Ibid, page 69.

moment's notice can be changed into a formidable instrument for offensive warfare.

In Prussia the machinery for mutual relief amongst the working classes, owing to the control exercised over it by the State, is, once for all, rendered inapplicable to any objects but those of the "benefit" kind. Nor will the repeal of the combination laws, lately effected, in any way alter these conditions, for the State will continue, as heretofore, to impose its statutes on these societies, and, of course, never tolerate a deviation from the objects for which the funds are subscribed. Entire emancipation on the part of the working classes from these intimate relations with the State must necessarily be a long and tedious process.

Under these circumstances the question, whether unions exclusively for trade purposes exist in the Zollverein, becomes of secondary consequence, as, without the solid basis afforded by funds subscribed for "benefit" purposes, no such societies can attain to any degree of importance or power.

As regards Prussia, whatever unions may have hitherto existed for the purpose of maintaining strikes or exercising a direct pressure upon employers must have been, owing to the Combination Laws, of a secret kind. I am informed, however, on competent authority, that no such societies, none at least upon a large scale, have hitherto existed; and the history of the strikes which have occurred in Prussia during the last 20 years would seem to corroborate this assertion.

These strikes have been few in number, and when tested by the English standard appear to have been of the most insignificant kind. Ten days is the longest period for which any of them lasted, and only in one very exceptional case did the number of operatives who struck reach 1,000.

From what has been said it will, I think, appear that the points of real interest in connexion with the present inquiry are, 1st, the fact that, whether for good or evil, whether to the advantage or disadvantage of the working classes, the laws prohibiting combinations for the purpose of influencing wages have proved successful, and this during a period which has witnessed an extraordinary increase in the manufacturing and industrial activity of Germany; and, 2ndly, that the current of public opinion has, nevertheless, for the last 10 years set strongly against these laws until in one State after another their repeal has been effected.

It is in Prussia that the agitation for this repeal has been the strongest and the resistance to it the most obstinate. This agitation, however, was not confined to the repeal of the Combination Laws, but embraced the entire reform of the legislation affecting labour and its relations to the capital which employs it.

I have attempted in the enclosed sketch, which forms part of my answer to question 4 of the Memorandum transmitted in your Lordship's despatch, to give some account of the history of the Combination Laws in Prussia in connexion with the general system upon which the Prussian Industrial Code has hitherto been based. It contains the results of my investigations into this matter as far as I have as yet been able to conduct them, and may, I trust, prove not altogether valueless to the Royal Commissioners.

I have, &c.

(Signed) R. B. D. Morier.

Enclosure in No. 6.

Sketch of the Laws in Prussia which affect Labour, with especial reference to those relating to Strikes and Combinations amongst Workmen.

The laws affecting labour have not ceased during the greater part of this century to occupy the attention both of legislators and of the public in Prussia, and the Prussian statute book contains an interesting record of the various phases of opinion which have alternately prevailed on this important question.

These phases may be summed up under three principal heads, corresponding with the following periods:—

1. The period of perfect industrial freedom, inaugurated in the first decade of the present century by the reformers Stein and Hardenberg as part of their scheme for the regeneration of the Prussian monarchy after the collapse of the battle of Jena.

2. The period of reaction to this policy of freedom to be subdivided into:

a. The more specifically bureaucratic reaction embodied in the legislation of 1845.

b. This reaction as shared by the industrial classes themselves and embodied in the legislation of 1849.

3. The present period, which may be described as that of the simultaneous emancipation of the Executive, the Legislature, the industrial classes, and the general public from the reactionary influences of the preceding period. Two important Acts passed in the last session of the Prussian Parliament may be looked upon as the first-fruits of this period: 1st. An Act repealing the provisions of the Law of 1845 against combinations amongst employers or their workmen;* 2ndly. A law investing co-operative associations with corporate rights.

The legislation of the first of these periods was undoubtedly far in advance of its age. Indeed, when we contemplate the chaos of economical fallacies in which up to a very recent date most European codes were enveloped, it is difficult to realize the fact that the simple language in which the Prussian statutes from 1806 to 1811 take for granted the cardinal doctrines of political economy proceeds from the law-giver, and not from the student.

The principle which should underlie all laws affecting labour is laid down in an edict of 1808 as "that of the "utmost possible freedom in the production as well as in the "distribution of wealth." In accordance with this principle, the Law of 1811 removes all industrial disabilities, thereby virtually breaking up the whole system of guilds, then flourishing in the utmost luxuriance, and reduces the machinery of production to the elementary form of free contract between employer and employed.

Every Prussian citizen became free to exercise what trade or profession he pleased, when and where he pleased; to employ at his option unskilled workmen or indentured apprentices; to fix by common consent with such apprentices the terms of their indentures, the period of their apprenticeship, the premium to be paid, or the wages to be received, &c.

These equal rights, however, had a corresponding obligation attached to them in the shape of the licensing system ("Gewerb Steuer," lit. trade tax), then for the first time introduced, and which, although at the time excused by the pecuniary necessities of the State, has remained in vigour ever since. The license of 1811, however, was a purely fiscal measure. It had neither the character of a monoply, nor that of administrative control. Every person who desired to exercise a trade had to pay for a license, which could not be refused to him, and in virtue of which he could exercise his trade in every portion of the monarchy under the protection of the laws.

The Industrial Code of 1845 is framed in a spirit the very reverse of the enactment of 1811. Freedom is the breath of the latter; control, restriction, protection, are the principles of the former. The fiscal side of the licensing system is retained, but for many trades the system assumes in addition the form of a concession, the granting and withdrawing of which lies in the discretion of the authorities. The guilds which by the former legislation had been reduced to shadows, once more find favour, and the attempt is made to galvanize them back into life. New guilds are created, whose statutes are framed in accordance with rules laid down by the Ministry of Commerce. The statutes of the old ones have to be reformed in conformity with the same rules. The principle of examination is introduced. No one can become member of a guild, and in many trades no master can indenture apprentices without having previously passed an examination. The examinations are to a great extent placed under the control and management of the guilds.

Lastly, the Industrial Code of 1845, contains the provisions against the liberty of combinations as well amongst masters as amongst workmen to which attention has already been called, and the repeal of which by the law passed this year has inaugurated the new era of emancipation.

These provisions are as follows:—

§ 181. "Persons exercising a trade, or engaged in manufacture ('gewerbtreibende,'†) who endeavour to move their journeymen or workmen or the authorities, to certain acts or concessions, by previously concerting to suspend the exercise of such trade, or to dismiss or refuse work to such journeymen or workmen as may not submit to their demands; likewise such persons as shall urge others to a combination of this kind, shall be punished by imprisonment for a term not exceeding twelve months."

§ 182. "Journeymen or operatives who endeavour to move their employers or the authorities to certain acts or concessions by previously concerting for the purpose of refusing to work, or of preventing work from being done for

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* The Law of 1845 (see *infra*, same page), though visiting employers with the same penalties for combining to lower wages as it did workmen for combining to raise them, in its practical effect only touched the latter. The difficulty of obtaining the evidence necessary to prove the "previous concert," which constituted the offence, effectually screened the employers; and upon the occasion of the inquiry instituted by the Government into this question (see *infra*), it was given in evidence that during the whole period that the law was in force, only two prosecutions had been instituted against employers, and that not a single conviction had been recorded. For all intents and purposes, therefore, the law was one directed against workmen, and workmen only.

† The term "gewerbtreibende" includes the employers of factory labour as well as of handicraft labour, the mill-owner as well as master tailor, shoemaker, &c.

one or more employers; likewise such persons as shall urge others to a combination of this kind, shall be punished by imprisonment for a term not exceeding 12 months.

"The provisions of this paragraph likewise apply to workmen engaged in mines, or on roads, railways, fortifications, and other public works."

§ 183. "Operatives, journeymen, or apprentices forming themselves into associations without the permission of the police are to be punished; the founders and presidents of such associations by a fine of 50 thalers (7*l.* 10s.), or imprisonment for a term not exceeding four weeks; the remaining associates by a fine of 20 thalers (3*l.*), or imprisonment for a term not exceeding 14 days."

§ 184. "Journeymen and operatives who wilfully, and without a lawful cause for so doing, abandon their work, or who withdraw from the business on which they are engaged, or who are guilty of gross disobedience, or of obstinate insubordination, shall be punished by a fine of 20 thalers, or imprisonment for a term not exceeding 14 days."*

The law of the 9th of April 1849 goes a great deal further in the direction initiated by the Industrial Code of 1845.

Compulsory examination becomes the rule,† whether the candidate for admission into a trade intends or not to become member of a guild, or to indenture apprentices, and penalties in the shape of fine and imprisonment are attached to the exercise of the vast majority of trades without a certificate of examination. An apprenticeship of three years must have been served before the journeyman's examination can be passed, and a journeyman must have worked three years as such before he can pass his examination as master; he must, moreover, have completed his twenty-fourth year. A master can only employ journeymen and apprentices of his own trade; journeymen can only seek employment with masters of their own trade. Foreigners can only exceptionally be admitted to the exercise of a trade, &c.

The following are the paragraphs of this law to which more special reference will have to be made.

§ 47. "Master workmen can only employ for the technical work of their trade journeymen of their own trade, unless an exception be allowed by the Council of Industry (Gewerberath)." ‡

§ 48. "Journeymen, except in the cases provided for by sections 31 and 76, can only take work with masters of their own trade."

§ 31. "Owners of factories can only employ journeymen in so far as they require them for the direct production of the articles they manufacture, and for the production and keeping in repair of their tools."

§ 32. "Owners of factories who exercise a trade belonging to one of the categories enumerated in sections 23 and 26, without having passed the examination required by section 30, cannot employ journeymen of that trade outside their factory."

"The idea underlying the legislation of 1845," says one of its apologists (and we have seen that the legislation of 1849 is only a complement of that of 1845) "is that of "protecting labour against capital."

With this object in view it had recourse to the singular method of hampering the free action of that portion of the working class whose prosperity was for the time being the most directly threatened, not indeed by capital as such, but by the new channels of investments into which capital had begun to flow. The phenomena which excited the fears of the legislators in 1845 and 1849, and made them seek remedies in restrictive enactments, had their origin in the revolution caused by the rapidly increasing efficiency of factory labour, or production *en masse*, as compared with handicraft labour, or production in detail; and the distress which began in consequence to make itself felt amongst the classes which furnished the latter form of labour was the evil which was sought to be remedied.

To act logically, therefore, in this illogical crusade against capital (by which, in the phraseology of the period, is always meant the large mill-owner), it would have been necessary to attempt at least to restrain the competitive power of factory over handicraft labour by loading the former with disabilities, instead of which the attempt was made to restrict competition amongst the handicraftsmen themselves, leaving the mill-owner more completely than before master of the field. The Industrial Code of 1845 and the law of 1849 make up together a very complete system of restriction in regard to all trades exercised by handicraftsmen as distinct from factory operatives, but protection and not restriction was the object sought to be obtained, and of this protection, as against the real competitor, viz., the mill-owner, there is absolutely no vestige; for the paragraphs which appear to place the latter under a *quasi* restraint in so far as he may not employ journeymen outside his factory, and the like, are really exceptions made in his favour. The public cannot get its work done otherwise than through a master workman; the mill-owner by virtue of these paragraphs can within the walls of his mill employ all labour, skilled and unskilled, journeyman or operative, indiscriminately. Nor are any rules laid down to distinguish between manufacture and trade ("fabrik and gewerb"). Every kind of production can be carried on either in the mass by mill-hands or in detail by journeymen and apprentices. The master workman who has served out his apprenticeship, worked his three years as journeyman, passed all his examinations, and paid all his fees, finds restrictions on all sides, is confined in the choice of his workmen, and tied down to the statutes of his guild. The capitalist who has wherewithal to set up a mill is free in all his movements. It would, therefore, be difficult to find another instance of legislation which, having otherwise nothing to recommend it, had so totally failed in even approaching the mistaken object it had in view.

It was above observed, with reference to the Acts of 1845 and 1849, that the former had a bureaucratic, the latter a more popular colouring.

This difference may be traced in the instruments to which is respectively confided the care of controlling and regulating the industrial relations established by the two Acts.

In the first case, that of the code of 1845, it is the State which, by means of its bureaucratic hierarchy, superintends and controls the working of the system.

In the latter case, that of the law of 1849, these functions are confided to local bodies, under the name of Councils of Industry, constructed expressly for the purpose by the first 22 paragraphs of the law in question.

These councils are composed in equal parts of what, in the absence of a better phraseology, must be termed the representatives of factory industry, handicraft industry, and distributive industry (merchants and retail dealers). Each of these industries forms a separate subdivision of the council. In the two former, mill-owners and mill-hands, masters and artizans, are equally represented, excepting that an unequal number being required for the purpose of creating a casting vote, the mill-owners in the one case and the masters in the other elect one more representative than the mill-hands and the artizans. The subdivisions each elect a president and vice-presidents, and the three together elect a common president. The subdivision is not to consist of less than five members. Each subdivision is independent as regards matters connected with the industry it represents; and only when matters of common interest to all are transacted do the three subdivisions hold plenary sittings. Besides the president, there is a commissary named by the Government, who is the organ of communication between the council and the executive. The qualification for a vote consists, as regards the two first subdivisions, in belonging *boná fide* as employers or employed to the manufacturing and handicraft classes. As regards the third subdivision, the condition is the carrying on of an independent business as merchant or retail dealer. In both cases a six months' residence in the district represented by the council, and the having reached the age of 24, are obligatory. The qualification for a member of the council is the same as that for a voter, except that the candidate must be not less than 30 and have exercised his vocation for at least five years.

The functions allotted to these councils by the law of 1849 are partly judicial, partly administrative, and partly, also, as regards the framing of local statutes, legislative. In the exercise of all these functions, however, they appear to have been very much under the control of the bureaucratic hierarchy, into whose domain they had been intruded; and whether from this or from some other cause, the institution does not appear to have flourished or fulfilled the expectations of its founders. At least, the evidence given before the Commission named to inquire into the working of the laws affecting labour in Prussia is by no means favourable to them.

Before proceeding to an account of the third period, it may be well to note a few of the phenomena which immediately preceded it.

The revolution of 1848 was in an especial manner characterized in Germany by the inter-shock of opposite currents of opinion. As on the political field the ideas of individual liberty and self-government came in conflict with the idea of the strengthened central executive necessary for the purposes of unity, so in the economical field the

* Paragraphs 16, 17, and 18 of the Law of 1860 are the reproduction, *mutatis mutandis*, of Paragraphs 181, 182, and 184 above given, as applied to mining industry. Paragraph 3 of the Law of April 24, 1854, applies the provisions of Section 182 to agricultural labourers.

† Paragraphs 23 and 24 of the Law of 1849 give a list of the trades in which examination is compulsory. They are 79 in number, and include all the principal branches of industry.

‡ See *infra*, same page.

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ideas of industrial freedom, free trade, free associations, &c. came in conflict with the restrictive ideas of the organization of labour, protection to national industry, and the like; and the first result of the participation of the working classes in political life consequent upon the events of 1848 was undoubtedly, as has been instanced in the law of 1849, in a direction adverse to the true principles of economy.

Fortunately for Prussia and for Germany there were found amongst the leaders of the Liberal party, and that amongst those who possessed the greatest influence over the working classes, a body of sound economists, who, as the advancing tide of reaction forced them more and more from the field of politics proper, turned their attention to the social and economical questions propounded, but left unsolved, by the revolution of 1848.

To the movement inaugurated by this body of men may be directly traced the great reforms completed, or in the course of completion, in Germany in connexion with the questions aforesaid. The free trade movement which found its expression in the French treaty; the co-operative movement which has covered Germany with a network of credit banks, enabling the artizan to borrow money on the same terms as the millionaire; the agitation which has led to the emancipation of the working classes from the penalties attached to combination, are all of them vibrations from the central movement which, emanating from MM. Schultze-Delitzsch, Michaelis, Faucher, Prince-Smith, and others, proceeded systematically with the work of popular economical education, and whilst unshackling the productive forces of the country from the gyves and fetters of bureaucratic restriction simultaneously emancipated the producers from the fallacies of socialism.

A central politico-economical congress, which had its affiliated societies all over the then Confederation, met once a year alternately in the various states of Germany, took cognizance of all practical questions of economical reform, and caused these questions to be agitated in the several Legislatures of the Confederation in a common spirit and in a like direction. Side by side with this body were the general assemblies of the co-operative societies, and the workman's education societies (Arbeiter Bildungs Vereine), each with their network of affiliated branches, and each worked by the same body of men as those who presided over the more purely scientific politico-economical congress.

It will be seen from the above sketch that the process of reforming the laws affecting labour proceeded in Germany from the general to the particular and not from the particular to the general; that it was not a pressure exercised upon the Legislature from without, by operative riots, secret associations, and the like, forcing on a piecemeal legislation, but a systematic movement towards economical reform in accordance with general principles, emanating from the educated minority and gradually extending over the vast human area, whose common assent to any general proposition constitutes public opinion.

It is necessary, in an inquiry into the state of the labour question in Germany, to note this fact in order to seek for the solutions of existing problems, and the forecasts of the future there where they can alone be found, in the conscious teaching of the few rather than in the unconscious stirrings of the many, in the lecture room rather than in the workshop.

This renders the task of recording the history of the reform of the combination laws in Prussia a comparatively easy one, for it is the history of a programme built up *à priori*, and fighting its way against opposition of various kinds within and without the walls of Parliament, until it begins to embody itself into a system of legislation.

A return to the principle of perfect freedom in the relations between employer and employed, freedom for capital, freedom for labour, and, on the part of the working classes, the application of this freedom to the purposes of co-operative association, upon the principle of *self help*, as opposed to the principle of *State help*, such described in a few words was the programme with which the economist reformers appealed to the country.

"Man," says M. Schultze-Delitzsch, "comes into the world vexed with certain wants, but endowed with the faculties required to satisfy those wants. All he has a right to demand is a free use of those faculties. Individual liberty, liberty to associate and combine with his fellows. The economical function of the State is to guarantee this liberty."

The hostile forces against which this programme had to contend were:—

1. The opposition of the bureaucratic or governmental elements of the Conservative party, which dreaded every departure from the principle of State control, as fraught with danger to society.

2. That of the feudal elements of the same party, whose endeavours on the field of industry were directed towards a return, *mutatis mutandis*, to the mediæval forms of corporation.

3. That of the Socialists, whose ideas of the organization of labour implied a very direct influence on the part of the State.

As regards the first of these, the opposition originally made by the Government to the programme of the Economists (always of a passive rather than of an active kind) yielded under the enlightened influence of Count Itzenplitz, the present Minister of Commerce, and his able coadjutor, M. Delbrück, to a correct appreciation of the sound principles upon which the programme was based; and the later efforts of M. Schultze-Delitzsch and his supporters met with a cordial and ungrudging support on the part of the Government.

As regards the opposition of the feudal party and of the Socialists, it should be noted that upon different grounds from those of the Economists they made themselves the champions of the liberty of combination, and that it was this consent of opposite parties in reference to this portion of the programme which rendered it possible for legislative action to be taken upon it.

A just conception of the law lately passed in reference to strikes and combinations, and of the relation in which the principal parties in Prussia stand to it, will best be obtained by the following sketch of the phases, parliamentary and other, through which it previously passed.

In 1862 and 1863 MM. Faucher and Michaelis brought in Bills into the Prussian House of Representatives for an entire repeal of the Laws of 1845 and 1849, and the substitution in lieu thereof of a new Industrial Code. The Government maintained a negative attitude *vis-à-vis* of these attempts and though the reformers had the House entirely with them no result was obtained.

In 1865 MM. Schultze-Delitzsch and Faucher introduced a short Bill repealing sections 181 and 182 of the Law of 1845, and the corresponding paragraphs in the Laws of 1860 and 1854 (see p. 158; and note, p. 159). These paragraphs (181 and 182), as will be seen by reference to them, made it penal both for employers and employed to concert for the purpose of obtaining concessions the one from the other by locks out or strikes. Section 183 made it penal for workmen to join associations except with the permission of the police. Section 184 made it penal for workmen to withdraw from their work without lawful cause, *i.e.*, made a breach of contract on the part of the workmen a criminal offence.

The reasons alleged by the promoters of the Bill for limiting it to the two sections 181 and 182 were that on this narrow ground alone could they reckon upon the support of the Conservative party and through them of the Government and the Upper House. To introduce section 184 would render necessary the proposal to repeal the corresponding paragraph with reference to agricultural labour, and there was no chance of such a measure obtaining the support of the landed interest. The object should be to make a breach into the existing system of restrictive laws. When this breach were, with the assistance of the Conservative party, once made, it would not be difficult later on to storm the citadel. They refused to include section 183 amongst those to be repealed on the ground that it was already repealed by section 30 of the Constitution, establishing perfect liberty of association, and that to pass a specific Act of repeal in this case would be to establish a precedent prejudicial to the general efficacy of the constitutional chart.

This Bill was, in accordance with parliamentary usage in Prussia, referred to a committee on whose report the House proceeded to debate the question.

The Report of the Committee gives a sketch of the parliamentary history of the question up to that time. In its earlier stages the reform of the laws affecting labour had been the monopoly of the Economists and of the Liberal party; lately, however, the Feudal party had taken the matter in hand and begun an agitation amongst the working men in connexion with the objects of the bill. It was true that the ulterior objects of the party, as evidenced by the programme they had put forward in the petition of the Prussian Popular Union ("Preussische Volks Verein"), differed radically from those of the Economists, but considering the influence which that party could exercise on the Government, and its omnipotence in the Upper House, it seemed a wiser course for the House of Representatives for the present to limit their efforts at industrial reform to the points on which the Conservative party would go with them. A majority of the committee were nevertheless desirous that at least sections 183 and 184 should be included in the measure of repeal. In regard to the question as to whether, in the event of a repeal of sections 181

and 182, special provisions would be required to guard against a misuse of the right of combination the Report answered in the negative, being of opinion that the Criminal Code already provided ample penalties for any unlawful acts which workmen might be guilty of in connexion with strikes and combinations.

The debate upon this Report closed with the adoption, by an overwhelming majority, of the Bill as originally brought in by MM. Schultze-Delitzsch and Faucher. Its two principal episodes (irrespectively of the interest attaching to the speeches made by the Economists, their friends, and their enemies, and in which the hostile programmes were developed at length and amply illustrated,) were, the declaration made by Count Itzenplitz in the name of the Government, and the admendment proposed by M. Wagener in the name of the Feudal party.

The declaration of the Minister of Commerce was to the effect that—

The proposed measure had occupied the serious attention of the Government, who had come to the conclusion that an alteration of the law in the sense of the Bill was desirable; that this, however, involved interests of such great importance, and considerations of so wide a scope, that, in the opinion of the Government, the materials as yet collected were not sufficient, and that they had, in consequence, determined to institute on their own account a searching inquiry, and, moreover, to appoint a Commission, to be composed of members of both Houses of Parliament, and of employers of labour, as also of workmen, which Commission should inquire into the whole subject of the laws affecting labour, and report whether, besides the negative measure of repeal now contemplated, some positive means of improving the condition of the working classes—such, for instance, as the encouragement of the principle of association—could not be hit upon by the Legislature. The associations to which he referred, Count Itzenplitz particularly added, were the modern (*i.e.*, the Schultze-Delitzsch) co-operative associations, credit banks, and productive associations, &c.

M. Wagener's amendment was to the effect that the House should reject the Bill, but at the same time petition the Government to submit to the two Houses of Parliament with the least possible delay a measure which should not only remove all existing restrictions upon the liberty of association and combination amongst workmen, but also call into life organizations which should secure to the working class, as such, the position due to it within the state, and enable it from a position of independence to look after and defend its own interests.

In the course of the speech with which M. Wagener defended his amendment, he made admissions in regard to the petition of the Prussian Popular Union referred to in the Report of the Committee, which left no doubt that that petition was to be regarded as the programme of his party, or at least of that portion of the Feudal party more especially represented by himself.

As this document contains, blended into one, the fallacies both of the Socialist and the Feudal schools, and affords, morever, a fair specimen of the temper in which these two parties opposed the programme of the Economists, a short analysis of it may not be deemed surperfluous.

It should be noted that the Prussian Popular Union is a body organized under the auspices of the Feudal party, and composed of working men.

The petition sets forth that the State and the working man find themselves facing a common enemy—the overpowering force of capital—a force which seeks to destroy everything above and below it—that in regard to the working man its efforts are directed towards crushing out all independent labour and reducing the entire class of producers to the one category of factory "hands"—that, if allowed undisturbed to work out its purpose, capital will destroy all social organization, pulverize society into individuals, and reduce it to a cloud of dust atoms which the wind of competition will drive and distribute over the face of the earth; that the means it uses for its purpose it terms Freedom Freedom from interference on the part of the State, free competition, the right of free settlement, freedom of trade and industry: that this kind of freedom has been well described by the Socialist, Lassalle, as the freedom to choose at what trade to starve, and the right of settling on what spot to die; that the staying of this process and the restoring of organic forms to society cannot be left to chance; that the State, and the State only, is the instrument by which this can be effected; that the Code of 1845 had contributed something towards warding off complete ruin from the working classes, but that much more required to be done; that fortunately, there was now no longer a doubt, even from the scientific point of view, as to the mode in which the State could interfere; that this new function of the State consisted in determining the ratio in which profits should be divided between capital and labour.

The petition then sets forth by what practical means the State can fix a minimum standard of wages; that the first step to be taken must be to emancipate the working classes from the laws which limit their right of combination; that this liberty of combining must, however, not be used in wasteful strikes as in England, but must be applied in the true German spirit of association to the creation of vast organizations; that when these organizations have, by the aid of the State, been once called into life, they must place themselves into direct relation with the Government by means of factory inspectors communicating with a Central Council of Industry; that by means of this machinery the executive would be placed in possession of the knowledge required for it to apportion profits between the capitalist and the workman; that should this machinery, however, not be found sufficient for the purpose in view, then the State could, by means of its credit, establish model national workshops which would afford the data required and act as regulators to all other industrial establishments; that only by such an alliance between the State and the operative class was there a prospect afforded of successfully combating the pernicious theories that capital was power and labour a commodity.

The petition further sets forth that the petitioners repudiate the co-operative associations on the principle of self help, as advocated by M. Schultze-Delitzsch; that the fallacy of supposing that the working classes could help themselves, or that savings could be effected out of the wages fund, had been exposed by statistics (which the petition gives at some length) no less than by the ascertained law of wages according to which these necessarily gravitate towards a point somewhat below that at which a workman can live; that the associations, therefore, based upon the principle of free cohesion between atoms having no necessary connexion with each other, must be unhesitatingly condemned; that what was wanted was, not a free association of heterogeneous parts, but an organic hierarchy composed of the associations of the workmen in their respective trades; of these in larger groups, including many trades, and, lastly, of these larger groups in one vast priviliged corporation which, with the State at its back, could, once for all, withdraw labour from the market of commodities and impose itself as the equal, if not the stronger, partner of capital to which it could thenceforth dictate its terms.

Lastly, the petition sets forth that whilst calling upon the State to give them liberty of combination, the petitioners utterly repudiate those other liberties, the removal of hindrances in the way of free settlement, the free exercise of trades, &c. which the economist agitation associates with the liberty of combining; that, on the contrary, they look on these quasi liberties as having been, in so far as they already exist, immediately productive of those fluctuations in wages and prices, and stimulative of that free competition, which had in very truth succeeded in changing labourers into marketable commodities.

The speech of M. Wagener, though a little less outspoken, was cast in the same mould as this petition, and the organizations which his amendment proposes that the Government should call into life are those here adverted to.

The Bill as passed by the House of Representatives was sent up to the Upper House, and there referred to a Committee, which agreed unanimously that it should be thrown out:—

1st. On the ground that the Government having expressed its intention of appointing a Commission to inquire into the question the Report of this Commission should be awaited.

2nd. Because the Committee were of opinion that the agitation which had led to a demand for a repeal of the paragraphs in question was a wholly artificial one, and that there was no real need to alter the laws restricting combinations.

The report observes that industry was never in a more flourishing condition, that the demand for labour was a constantly increasing one, and that wages were consequently rapidly rising. That this demand for operative labour had already made itself felt in the country, and that agricultural wages had consequently in many places risen in a manner very disagreeable to the landowners. There were, of course, exceptional cases, but these were not of a nature to be remedied by the right of combination, and the sufferers, therefore, would not be benefited by the proposed repeal.

The report does not view with favour the proposals emanating from M. Wagener, though treating them with a gentle hand. It distinctly repudiates the idea of national

workshops to be supported by State means, and points out the dangerous results that would flow from such attempts.

On the other hand, it recognizes the utility of the co-operative associations for loans, shares, &c., but strongly urges the Government to endeavour to obtain a direct hold upon them.

It recommends in strong terms the enforcement by the Executive of the laws compelling manufacturers to contribute to the sick and other funds of their operatives, and wishes to see the Executive taking the initiative in all measures tending to establish a more complete state of solidarity between the employers and the employed.

It is also of opinion that a point touched upon in a petition addressed to the House should be considered by the Government, viz., the prolongation of the legal term during which contracts between workmen and their masters (in the absence of special stipulations) should run.

This report fairly represents the common sense conservative view of the question, as opposed to the specific views of the feudal fraction of the party represented in the Lower House.

The recommendation of the Committee to throw out the Bill was unanimously agreed to by the House, but the special recommendations of the report were negatived.

The Commission announced by the Government met in the course of the autumn (1865), under the presidency of Count Itzenplitz, the Minister of Commerce. It consisted of 34 members of whom 20 belonged to the class of "employed," either as master workmen or journeymen or factory workmen. The remaining 10 members included two members of the Upper House, two of the House of Representatives (of whom M. Wagener was one), M. Borsig, the proprietor of the great locomotive factory at Berlin, one of the largest industrial establishments in the world, and various other representatives of the "employer" class.

The system upon which the commission worked did not consist in taking evidence, and reporting upon it, but in discussing, somewhat after the fashion of a debating club, a number of propositions, and then putting these propositions to the vote.

The idea appears to have been to place on the Commission itself the persons whose evidence was desired, and to elicit this evidence by means of discussion. The result is, that facts and arguments are all mixed up in a manner very unsatisfactory to the outside student; nevertheless, the proceedings of the Commission have considerable value as throwing light upon the opinions prevailing in regard to the labour question amongst employers and employed in Prussia, and some record of the principal votes at least seems indispensable to a report like the present.

The questions or propositions were 12 in number, of which nine had reference to the subject of strikes and the combination laws. It is to these only that reference will be made. The remaining three had reference to co-operative societies, and the means of ameliorating the dwelling houses of the working classes:—

"Question 1. Is the repeal of sections 181, 182 of the Code of 1845, restricting the liberty of combinations, necessary or useful?"

Answered affirmatively by a large majority, but with the proviso that this repeal should not be unconditional, but modified by safeguards, to be later determined.

"Question 2. In the event of the repeal of sections 181, 182, should corresponding provisions of the law touching agricultural labour be repealed?" *

Answered affirmatively by a large majority.

"Question 3. In the event of repeal, would it be necessary to protect, by special enactment, such workmen as in any given case would refuse to take part in a strike, and if so, what are the acts to which penalties should be attached?"

After causing a lively debate, this question is left unanswered, 17 affirmative votes being recorded as against 17 negative votes. The sense of the Commission seems rather in favour of attaching penalties to the misuse of the right of combination, but no agreement can be come to as to the precise acts which should be considered criminal.

"Question 4. In the event of repeal would it be desirable to create courts of arbitration which should arbitrate upon, or settle *à l'aimable*, disputes arising between masters and men?"

The Commission pronounces, with a large majority, against compulsory recourse to arbitration, but in favour of the creation of mixed commissions, to which disputes might be referred at the option of the parties. In the course of the debate the President admitted that the courts† which had been established in virtue of the Law of 1849 had entirely failed. M. Müller, proprietor of a large printing establishment, deposed, that a court of referees created on their own account by the printers of Berlin, and not connected like the councils of industry with the State, had been perfectly successful, both as regards the settlement of disputes between masters and also between these and their workmen. M. Wagener explained his views respecting a separate jurisdiction for the working caste.

"Question 5. Is the remaining in force of sections 47 and 48, 31 and 32 of the Law of February 1849 (see p.), which restrict employers in the selection of their workmen compatible with the repeal of sections 181, 182?"

M. Hasselbach, an important member of the Commission, Burgomaster of Magdeburg, and Member of the Upper House, who has from the first ranged himself on the Conservative side, and deprecated the repeal of the laws restricting combinations, argues, that if sections 181, 182 are repealed, these paragraphs of the Law of 1849, restricting the employers in the selection of his workmen, must also be repealed. He shows at the same time that by repealing these apparently unimportant paragraphs the entire system on which the legislation of 1845 and 1849 is built up, will be overturned, that system being based upon the principle that certain kinds of work should be done by certain kinds of persons, and by none others, the State granting to these persons a monopoly in return for the guarantee of fitness secured by the compulsory examinations required by the State. The repeal of these paragraphs would therefore entail the repeal of the examination laws, and the whole system would be doomed.

The Commission unanimously agree that in the event of the repeal of sections 181 and 182, the paragraphs of the Law of 1849 above given must likewise be repealed.

"Question 6. Can the regulations with respect to obligatory examinations, and the conditions required prior to such examinations, contained in Parts II. and III. of the Law of 1849, be maintained after the repeal of the paragraphs enumerated in Question 5?"

This question gives rise to long and interesting debates, from which it appears clearly that the emancipation of industry from the shackles imposed upon it by the system of compulsory examination and all that it entails, is that which most preoccupies the attention of the various classes concerned. Among the working men on the Commission several who had been for many years practically connected with the system as examiners speak strongly against it, as not fulfilling the purpose for which it was intended. M. Hasselbach speaks strongly in favour of the working of the system, but again repeats his opinion that if the combination laws are repealed the whole system of examination must likewise be repealed. If the workmen can combine to obtain a maximum of wages the employer must be free to obtain workmen where he can find them; there is no middle road between the legislation of 1845, 1849, and that which a repeal of the combination laws will inaugurate. If the principle of restriction be once interfered with, al restrictions must be swept away.

The question is finally disposed of by a majority of 25 to 9 against compulsory examination and by one of 23 to 11 in favour of optional examination.

"Question 7. Would the proposed repeal render necessary the removal of hindrances limiting the right of free settlement; and does the tax levied by communes on persons, not being members of such communes, who come and settle therein, place serious obstacles in the way of the free movement of the working classes?"

In bringing forward this question for discussion the President gave a sketch of the law of settlement in Prussia. The principle that every Prussian citizen has a right to settle where he chooses is laid down expressly in the Law of December 31, 1842, the only exceptions to the free exercise of this right having reference to persons who have undergone criminal sentences, and who may in consequence be restricted in the choice of their domicile by the police, and to paupers, who, if they cannot support themselves, may, within a year of their change of residence, be sent back to their original commune.

An important practical limitation to this right was, however, introduced by the Laws of 1853, 1856, and 1860, which sanctioned the levying of a communal tax in the shape of an entrance fee ("einzugsgeld") on all persons not natives of a borough who come to settle in it. This tax was limited in boroughs with 2,500 inhabitants and less to 3 thalers (9*s.*), in boroughs with a population between 2,500 and 10,000 to 6 thalers (18*s.*), in boroughs with a population between 10,000 and 50,000 to 15 thalers (2*l.* 5*s.*), and, in Berlin to 20 thalers (3*l.*). It was urged that this tax acted very injuriously in limiting the free movements of the working population, and consequently the flow of labour in the directions in which it was wanted, and that the communes, besides using the tax as a source of revenue,

* See p. 161, note. † See page 161.

had largely had recourse to it for the purpose of preventing the immigration of strangers.

The result of the debate was a unanimous vote in favour of a removal of all hindrances in the way of the free circulation of labour.

"Question 8. Does the proposed repeal necessitate an alteration in paragraph 139* of the Industrial Code of 1845, and should the alteration be of a nature to prolong the period for which a notice to dissolve an existing engagement has to run?"

It was urged by those who desired the prolongation that long engagements would act in the way of giving stability to the relations between employers and employed, and diminish the danger of strikes by substituting the penalties attached to a breach of contract for those now attaching to combinations. All the members of the Commission who were practically acquainted with the subject opposed themselves, however, to the prolongation suggested, and the proposal was negatived by a large majority.

"Question 9. Can section 184 of the Industrial Code of 1848, inflicting penalties for breach of contract and insubordination on the part of the workman, be maintained if sections 181 and 182 are repealed?"

The majority of the Commission expressed themselves in favour of repealing the penalties attached to disobedience and insubordination, but retaining those attached to a breach of contract, under the proviso, however, that a law were passed inflicting like penalties upon a breach of contract on the part of employers.

Of the materials collected by the Government, independently of the Commission, the most important are the statistics which have reference to the application of section 182 of the Law of 1845, and from which some idea can be formed of the extent to which strikes have prevailed in Prussia during the last 20 years. From these statistics it appears that from the year 1845 to the year 1865 the law in question was enforced throughout the Prussian monarchy 29 times, and that on many other occasions (the number of which is, however, not given) proceedings were commenced, but were either abandoned by the parties arranging their differences under the mediation of the authorities or broke down from the want of the evidence required to establish the "previous concert" which constituted the offence. The strikes which gave rise to these proceedings do not appear, except in a very few cases, to have been of any importance, the majority of them having been limited to refusals to work on the part of the journeymen and apprentices for individual masters. The most important cases were in the great manufacturing centre, Elberfeld Barmen and Düsseldorf, and those during the 20 years in question were only five in number. In one case 1,000 factory hands struck work; in another nearly 900. The longest duration of any of these strikes, however, was only 10 days. In four out of the five cases the organizers were punished with short terms of imprisonment.

In the report on these strikes great stress is laid on the fact that in very many cases the police or other organs of the Executive had succeeded in restoring harmony and finding terms of compromise between employers and employed; and the observation is made, and doubtless with justice, that they were much assisted in this task by the knowledge which the workmen possessed of the power vested in the hands of the Executive by section 182. In all the cases recorded repressive measures seem to have been had recourse to with great promptitude and vigour; but, on the other hand, the punishments awarded appear to have been of the mildest kind, and remissions of sentences in part or in full the prevailing rule.

The following is the Bill or Draft of Law which the Government presented to the two Houses of the Prussian Parliament in the session of 1866, as the result of the inquiry which they had announced in the session of 1865, and the principal features of which have been above recorded:—

"We, William, by the grace of God, King of Prussia, &c., ordain and enact, with the consent of both Houses of our Landtag, as follows:—

"§ 1. Are hereby repealed:—

"1. §§ 181, 182, 183 of the Industrial Code of 17th of January 1845.

"2. §§ 31, 32, 47, 48 of the Law of the 9th of February 1849, touching certain alterations of the Industrial Code aforesaid.

"3. § 3 of the Law of 24th April 1854 with reference to

"4. §§ 16, 17 of the Law of May 1860, having reference to the supervision of mines, &c.

"5. §§ 43, 44 of the Industrial Code of the principality of Hohenzollern-Sigmaringen.

"§ 2. Agreements between persons who exercise a trade, or are engaged in manufacture ('gewerbtreihende') entered into for the purpose of compelling the journeymen or workmen in their employ to certain acts or concessions by stopping work, or dismissing such journeymen or workmen as may not submit to their demands, are not legally binding on the persons who enter into them. The same applies to agreements entered into by journeymen or workmen for the purpose of compelling their employers to certain acts or concessions by ceasing to work or hindering work from being done.

"§ 3. Whoever shall by bodily coercion, by threats, by injuries against honour, or by laying under a ban ('verrufserklärung'), move, or endeavour to move, others to take part in such agreements (§ 2), or to give effect to them, or whoever shall by similar means prevent, or seek to prevent, others from withdrawing from such engagements, shall be punished by imprisonment for a term not exceeding three months, excepting always cases for which the General Criminal Code provides heavier penalties.

"§ 4. The provisions of §§ 2 and 3 apply equally to the categories of workmen and employers enumerated in the law of April 24, 1854, and to employers and workmen connected with mines, roads, railways, fortifications, and other public works."

This Bill having passed both Houses of the Prussian Landtag, has become the law which will for the future regulate the combinations of workmen in Prussia.

No. 7.

MR. MORIER to LORD STANLEY.—(Received June 6.)

MY LORD, Vienna, May 29, 1867.

I HAVE the honour to transmit to your Lordship herewith the enclosed paper, in which question 5 of the memorandum contained in your Lordship's despatch of the 17th January is answered as regards the co-operative associations of the Zollverein for the purposes of mutual credit.

I hope to be able to send shortly a supplementary paper on the remaining co-operative associations of the Zollverein, and thus to complete the information which I have been able to collect under this head.

Question 4 in regard to strikes and combinations has been answered in the papers enclosed in my preceding despatches.

I much regret that I am as yet unable to send the answers to questions 1, 2, and 3, but I have convinced myself that the data required to give an approximately correct picture of the industrial and commercial development of the states of the Zollverein during the last few years and of the effect of such development upon wages, the price of primary articles of consumption, the displacement of labour, and the other topics to which those questions have reference, cannot be obtained without research, statistical and other, in the local centres themselves, and for this purpose a personal visit to those centres, which my detention at Vienna for the present renders impossible, becomes indispensable.

I have, &c.
(Signed) R. B. D. MORIER.

Enclosure in No. 7.

Question 5. Do co-operative societies exist to any considerable extent amongst the working classes in the Zollverein. Whether as regards co-operation amongst them alone or in combination with employers, and have the results of such principal of co-operation been in favour of an extension of the system?

The principal of co-operative association has been applied upon a large scale in the Zollverein, but the manner of its application differs in some important respects from the co-operative phenomena exhibited elsewhere and may be said to be *sui generis* and peculiar to Germany.

Unlike the kindred movement in England, which grew up as it were spontaneously amongst the working classes themselves and yielded results which the originators of the movement were the last to expect, co-operative association owes its origin in Germany to the conscious effort of a single individual, who from the first clearly foresaw the ultimate results towards which he directed his steps.

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* Section 139 is as follows:—"Employers and journeymen, and the workmen employed by them, can release themselves from their engagements towards each other by giving a fortnight's notice, except in cases in which express stipulations as to time have been agreed upon."

* I am unable to give the exact English equivalent of the term "verrufserklärung" in the technical sense which it must have in a legal enactment. In University life it has a special meaning attached to it, being applied to the systematic "cutting" of a man who has failed on some point connected with the law of honour. I am inclined to believe that its meaning in the text exactly corresponds to what in the phraseology of trades unions is termed "putting a man in Coventry," whatever that process may be.

F.
FOREIGN OFFICE CORRESPONDENCE.

I. *Industrial Questions.*

States of the Zollverein.

Unlike also the productive associations of France, which, not without great individual suffering and large aggregate losses, had to work themselves clear of the socialist fallacies which attended their birth, the co-operative movement in Germany was nursed in its cradle by sound economists, who, conscious that economical principles were on their trial, and that if found wanting on the field of co-operation, the orthordox doctrine was doomed, laboured to prove by their works the soundness of their faith.

Complete victory has attended the efforts of M. Schulze-Delitzsch, the founder of the system, and the illustrious economists who seconded his efforts and tender with one hand the young associations during what has been aptly termed the period of their incubation whilst parrying with the other the assaults made upon them from opposite quarters. An account of the struggle thus brought to a successful issue would afford an instructive chapter in the history of the socio-political conflict being fought out at the present day between the ideas of imperialism and individualism, of the State as a means, of the citizen as a free and, therefore, responsible agent and the citizen as a mere passive link in a self-acting social machine.

Upon the present occasion it can only so far be touched upon as will suffice to place in its proper light what has to be said concerning the co-operative system actually in operation.

When M. Schulze-Delitzsch, founded his credit banks some 15 years ago, he was opposed:

First, by the bureaucratic reaction which, under the influence of the events of 1848, saw in every free association a conspiracy against the powers that be;

Secondly, by the socialists headed by Lassalle, a leader formidable by his undoubted capacity and the influence which his demagogic talents and especially his singular power of clothing the subtlest sophisms in popular language gave him over the working classes;

Lastly, by a portion of the so-called feudal section of the conservative party, who, strangely enough, carried away by certain superficial analogies between the schemes of Lassalle, and their own ideas of a return to an hierarchic redistribution of society, to a certain extent made common cause with him, and canvassed the operative masses on socialist principles.

As regards the first of these hostile forces it will suffice to note the course which the conflict took in Prussia, where the matter was virtually decided. There were two phases of the conflict. In the first place the active hostility of the executive to the associations as such, and, in the second place, its passive resistance to the introduction of a law recognizing the legal existence of the associations, had to be overcome. The attempts made at Königsberg and elsewhere about the year 1856, to bring the associations under the control of the police, were frustrated by the Prussian tribunals, which decided against the action of the executive, and in favour of the freedom of association for co-operative purposes. By this decision the associations obtained liberty of action, and were freed from the vexatious interference of the police; but as they did not fall within the category of any of the recognized mercantile associations, they still remained outside the pale of the law's protection, and deficient in the corporate "status," and the consequent right of suing and being sued, the absence of which exposed them to legal dangers of various kinds.

It became, therefore, a matter of extreme importance to secure these rights through the action of the Legislature, and for several years this was an object for which M. Schulze-Delitzsch agitated in the Prussian Parliament.

To the present Prussian Ministry is due the credit of having this year carried M. Schultze-Delitzsch's bill through the two houses of the Prussian Landtag.

Nor, however obviously just and politic the measure is in itself, should the merit of the official support given to it be reckoned too lightly, for it must be noted that M. Schulze-Delitzsch is a political opponent of the Government, and that in giving to him their assistance in the matter of his associations, and that not grudgingly and in half measure, but ungrudingly and heartily, the latter practised the uncommon virtue of distinguishing between the social reformer and the political antagonist.

The law thus passed is given *in extenso* in the Appendix.

Far otherwise dangerous to the prospects of the movement was the opposition it encountered from the socialists and Lassalle, for here the parties to the contest recruited their respective forces from the classes upon whose participation or non-participation in the work of co-operative association the whole future of the system depended.

Both systems, it should be noted, fixed upon association as the remedy which should restore the social equilibrium to the advantage of the working classes. But the basis upon which they respectively endeavoured to build up their associations were radically different, and in this difference lies the antagonism between the two doctrines.

Self help is the Schulze-Delitzsch basis; *State help*, that of Lassalle. The fundamental principle, from which Schulze-Delitzsch evolves his social scheme, has been given in a former paper: it is the correlation between the wants with which man comes into the world and the faculties with which he is endowed to satisfy those wants.

All that his system in consequence demands of the State is that it should guarantee full liberty for the exercise of those faculties.

This view is ridiculed by Lassalle, as involving an abstract conception of man in a state of nature which has never had and never can have a real existence. It is with man in the concrete, with society as it exists, that the social reformer has to deal, *i.e.*, with a community which consists of 96 "proletaires" and four capitalists to every 100 of its population; this community forms the State, and thus Lassalle's "proletaire" may exclaim with Louis XIV., "L'état c'est moi!" Hence, universal suffrage is the political object to be immediately striven for, and the agitation for this object is a main feature in the Lassalle programme. When the 96 have once got the political power out of the hands of the four, it will be easy for them to organize the productive forces of society so as to secure to themselves the lion's share of the produce. Lassalle hates Bastiat and the theory of economical harmonies. Force is the law which rules society. Before the French Revolution force was on the side of real property; it was the landed aristocracy that crushed the masses. The French Revolution dethroned real property, and set up personal property, *i.e.*, capital, in its stead. It is the bourgeoisie which now crushes the masses. But the bourgeoisie is doomed, the reign of capital is drawing to its end; the working masses know that force is now on their side, and that all they require is discipline and organization.

Schulze-Delitzsch accepts the recognized economical definition of capital. It is surplus produce, consciously set apart for the purposes of further production, and its creation therefore involves an act of abstinence from use, *i.e.*, of saving, which, unless it be remunerated by interest or profits, will not be repeated; it is a permanent economical phenomenon, and a necessary condition of production.

Lassalle denies the permanent character of the phenomenon, and maintains that capital is but an historical accident which owes its birth to the fact of all societies having begun with a state of slavery. Not saving, therefore, but forcible appropriation by the few of that which has been produced by the many is the origin of capital. Hence the necessity of discovering a new law for regulating the distribution of profits.

Lastly, in regard to the special matter of association, Schulze-Delitzsch's system is based upon the theory that all that is required to obtain credit, *i.e.*, the use of another man's capital, is the certainty or approximative certainty that this capital will be replaced, and an additional value created to pay for the use of this capital. But the only requisites to production are labour and capital; there is therefore no *à priori* reason why, if the former is credited with the latter, the act of production should not take place, and the borrowed capital be replaced, and the interest thereon be paid. All that is required is to find the forms under which labour can be invested with the status of a responsible debtor. A substantial pledge is there in the shape of so much muscular power and so much artistic skill. The skilled artizans of a community are as good a subject to a mortgage as the steam mill which supplies it with flour. All that is wanted is some equally safe means of assigning to the creditors a lien on the former as on the latter.

This Schulze-Delitzsch proposes to find in voluntary association with the conscious assumption of responsibility on the part of the associates, *i.e.*, in the corporate liability of a large number of units. Lassalle only sees the fact that the working man and the proletaire are one, that the characteristic of the proletaire is that he has neither real nor personal property, and that out of nothing nothing can be made. Hence, no assets, no security, and therefore no credit, and consequently to give to labour direct access to capital the credit must be furnished by some third party; but the only third party that can do this on a sufficiently large scale is the State, *i.e.*, the 96 proletaires and the four capitalists, who together possess an immense credit power. He proposes, therefore, a vast organization of labour which shall eliminate competition and furnish the associated operatives with the necessary capital on the credit of the State, which undertakes the risks whilst the profits are divided amongst the operatives.

The above are a few of the leading points in the controversy waged *à outrance* between the principals during the lifetime of Lassalle, and still raging between the partizans of the two systems. The whole body of German

operatives is ranged in the one camp or the other; and there is not an industrial town of any consequence in the Zollverein but has its Schulze-Delitzsch association and its Lassalle union, many of them with a daily or weekly press, besides a large miscellaneous literature.

The opposition of that fraction of the feudal party which, under the leadership of M. Wagener, to a certain extent made common cause with the disciples of Lassalle, has been sufficiently described in the paper on the combination laws in Prussia.

The importance of this opposition should not be overrated. The report of the committee of the Upper House on the combination laws, quoted in the paper above referred to, proved that the bulk of the conservative party repudiated the views of M. Wagener, and the principles advocated in the petition of the "Popular Union," and the prestige which for a while attached to the authors of the petition from the favour they were supposed to enjoy with Government, was dissipated when, as has already been recorded, the sound economical traditions of the Prussian Administration once more asserted themselves under the healthy guidance of Count Itzenplitz, the present Minister of Commerce.

To get a perfectly clear idea of M. Schulze-Delitzsch's system of co-operative credit, it will not be superfluous, even at the risk of noting down some economical truisms, to analyze the conditions of the problem which co-operative association seeks to solve.

Co-operation, in the specific and technical sense which now attaches to the word, may be described as the economical answer to two questions put, but left unanswered, by the earlier socialists, the one connected with consumption the other with production, viz.:—

1. How to give to the consumer direct access to the producer.

2. How to give to the "immediate producer" (by which term I propose to designate the representative of the "labour" element in production) direct access to capital.

Socialism has the undoubted merit of having first propounded these problems; but instead of solving them, it set itself to rail against the merchant and the capitalist. The economists rushed to the rescue of the latter. In the celebrated passage of arms between Bastial and Proudhon, capital was reinstated in its position as the benefactor of mankind, and the "dangerous places" of socialism were once for all roped off, and due warning given to the public. But matters did not remain where they had been. The socialists had dug into new ground, and in doing so had come across latent social forces not dreamt of till then. Their misapplication of these forces has been perhaps too exclusively dwelt upon. Their discovery of these forces, and their setting them free, has perhaps not been quite sufficiently appreciated.

Thus, speaking figuratively, co-operative association may be described as the child of socialism rescued by the economists from the dangerous custody of its parent, and brought up in strict accordance with the orthodox tenets of the economical faith. It appears to me that the special merit of M. Schulze-Delitzsch and his friends consists in having undertaken and successfully carried out this economical education of co-operation.

The merit of practically solving the first of the two problems rests with the English originators of the co-operative stores associations; but it is with the second that we have to deal.

There are two ways in which co-operation endeavours to solve the problem "how to give to the 'immediate producer' direct access to capital," either immediately by an antecedent simultaneous act of aggregate saving on the part of the producers—a painful and arduous process, the most successful instances of which have as yet occurred in France, or mediately by crediting the "immediate producer" with the necessary capital.

In the one case, the three classes by whom as a rule the business of production is carried on, viz., the owner of capital, the employer of capital, (the middle man, "l'entrepreneur,") and the "immediate producer" are merged into one class, which absorbs in itself interest on capital, profits on capital, and wages.

In the second case, the three classes are reduced to two by the elimination of the middle man, "l'entrepreneur," and the "immediate producer," besides his wages, gets the profits on the capital, he himself, however, paying the interest.

The system of M. Schulze-Delitzsch belongs to the second category; its object is to furnish the "immediate producer" with the capital required for production; and whereas the "immediate producer" has only personal security to give, the principle of co-operation is invoked to give to that security a corporate in lieu of an individual basis.

A journeyman shoemaker not having wherewithal to buy leather and to maintain himself whilst he is making a pair of shoes, goes to a master shoemaker and works for wages. Out of the price paid for the shoes made by the journeyman the master shoemaker pays these wages and the interest on the capital laid out—be it his own or borrowed capital—and obtains besides the ordinary profits of the trade.

If you lend the journeyman the capital required to make the shoes at the ordinary rate of interest, he will derive from the price of the shoes the wages of his labour and the ordinary profits of the trade.

But the risk of lending the necessary capital to the journeyman shoemaker is too great to enable you to lend it at the ordinary rate of interest, and the extraordinary rate at which alone you can afford to lend it would swallow up the profits of the trade, and leave the journeyman where he was, with the additional anxiety attendant on being a borrower. But why is the risk greater in lending capital to the journeyman than to the master shoemaker? Simply this, that the one has only his personal credit to dispose of, whereas the other has his shop, his stock in trade, or some other real security to give. In the one case there is a material pledge, in the other you are exposed to two risks; the journeyman may die or become disabled from work, or he may not have the good will to repay you; in neither case, owing to the absence of assets, can you recover your debt.

If, on the other hand, you lend capital to more journeymen than one, these risks diminish in exact proportion to the number to whom you lend. The risk from death or disablement can be exactly calculated at any insurance office, and can, if the area be large enough, be provided against by an almost imperceptible addition to the interest paid. The risk from personal dishonesty can be provided for by accurate personal knowledge and the heaping up of motives of honesty.

It is with these elementary facts that the German associations of co-operative credit have attempted, and with perfect success, to deal.

The main cause of this success has been the clear perception from the outset of a few simple principles, and the obstinate adherence by M. Schulze-Delitzsch to these principles through all the varieties of their application. These principles may be summed up in these two sentences:—

Minimum of risk.

Maximum of responsibility.

The first is obtained—

1. By limiting the business of the associated credit banks strictly to the lending of money for productive purposes on a scale commensurate with the average requirements of the borrowers;

2. By limiting the borrowers to the members of the association. The association in its corporate capacity lends; the individual associate borrows.

Hence on the part of the lenders there is the most perfect knowledge of the circumstances and capabilities of the borrowers, and of the purposes for which the money is borrowed, reducing the element of chance to the smallest proportions and absolutely eliminating the element of speculation, for the borrower and lender being the same persons, the capital lent never, so to speak, goes out of the sight of the lender. Thus, though carried on with a rigid observance of the rules of business, the credit banks reverse the problem to be solved by ordinary banks, for their object is the interest of the borrower and not that of the lender; not the attainment of a maximum of dividend to the lender, but of a maximum of facility to the borrower. But, owing to the strict observance of business rules above adverted to, another and a striking instance is afforded of Bastiat's economical harmonies, as the credit banks have turned out a most lucrative and profitable business to the lenders.

The second principle, that of a maximum of responsibility, is attained by a rigid adherence to the principle of unlimited liability. In the absence of other assets, the creditor may recover on the private property of the associates, the members being jointly and severally liable for the debts of the whole association, and the whole association for the debts of each member. This principle, which has been attacked as unfairly weighting the better-off associates in comparison with the others in societies which must necessarily be composed of men who have nothing and men who have something, is, nevertheless, the keystone of M. Schulze-Delitzsche's system, and that part of it on which he has throughout made the most obstinate stand.

Before proceeding to give a general view of the co-operative credit associations which in an incredibly short space of time have covered the face of Germany, and an account of their relations, *inter se*, as part of a great system, I will attempt a short summary of the rules which M. Schulze-Delitzsch lays down for the conduct of the

individual associations, and append to it a translation of the statutes of the association at Delitzsch.

This society was founded by M. Schulze-Delitzsch in the year 1851, in the town of Delitzsch, which M. Schulze for a long time represented in the Prussian Parliament.* It remained for many years under his immmediate management, and became the model upon which the great bulk of the associations were constructed.

Membership.—The limit in the economical scale below which membership is inadmissible is determined by a simple rule. The cardinal principle upon which the system rests is that of self-help. The members, therefore, must be in a condition to help themselves. Persons not in this condition fall out of the domain of co-operation into that of charity. Hence the circumstances of the candidate for admission must be such as to afford the prospect of his repaying the advance made to him with the usual rate of interest, and this definition, as a general rule, will include all persons able to work and in regular employment. The surest test of the fulfilment of these conditions is the monthly payment of however small a sum towards the ultimate accumulation of a share.

To obviate the dangers which might accrue from a sudden diminution in the numbers of the association, members should only be allowed to leave at the close of the financial year, and a six months' notice should be given. Moreover, members who leave should not be entitled to the repayment of their shares until six months after the close of the financial year at which they leave.

Of the Capital of the Society, and Liability of the Members. Borrowed Capital, whether in the shape of Loans or Savings' Deposits.—The capital required for the working of the association is furnished in two ways: 1, by the subscriptions of the members; 2, by loans contracted on the credit of the association. It follows from the nature of the association that the capital to be collected by the former method can only be very slowly accumulated. The majority of the members have no other possession than their labour; and their "being able to work" is the "estate" on which, so to speak, the mortgage is raised. It is, consequently, with borrowed capital that the bulk of the business has to be carried on. Now the credit which to the single workman is equal to zero, assumes *vis-à-vis* of a number of workmen associated together, each standing surety for the rest, very considerable proportions, if the following conditions are adhered to:—An independent share capital; a reserve fund; the deposit of the proper caution money on the part of the responsible officers of the association; the finding of the necessary sureties by the borrowers; and, lastly, the keeping the business of the association strictly to advances made to members, and completely clear of admixture with any other kind of business, such as that of production or consumption associations, where risks of a different kind get mixed with the risks proper to the association, requiring different conditions as to persons, &c. All these precautions, combined with unlimited liability, result in the minimum of risk and maximum of responsibility laid down as the cardinal rule.

Responsibility for the debts contracted previously to the cessation of membership continues after such cessation. But such members have a right to demand to be freed from this responsibility within twelve months of their having left; and this can only be done in two ways, either by the consent of the creditors, or the winding up of the concern.

Besides the regular loans or debenture debts, a natural fund from which to obtain capital for the use of the association, is that derived from savings' deposits. Great caution should, however, be used in having recourse to this source, for the rule that no larger measure of credit should be given to others than one enjoys oneself can never be departed from with impunity. If an association, therefore, lends money on a three months' credit, it cannot afford to borrow on a shorter term. But it is of the nature of savings' deposits to be withdrawn at shorter notices or without notice. It will therefore be proper to give higher interest than that usually afforded by savings' banks, upon the understanding that such deposits will be returned at short notices, if possible, but with no formal engagement to return them other than that of the usual loans.

Of the Stock Capital of the Association and the Reserve.—The stock capital of the association, as compared with the borrowed capital with which it operates, should from the commencement not be less than 10 per cent. of the whole capital employed. It should be brought up as rapidly as possible to 20 or 25 per cent., and should ultimately reach a maximum of 50 per cent. This stock capital should be composed of two elements, viz., of a reserve made up by equal contributions from all the members, and to which members leaving the association have no claim; and of shares the personal property of the members, and which, under the conditions above given, can be taken out of the concern. The use of the reserve is to cover any incidental losses which cannot be covered by the profits, and which, if thrown upon the shares, would act as a source of discouragement and panic. The reserve should be formed out of the entrance fees, and out of some small per-centage taken from the net profits. In the event of a dissolution of the association, the reserve is divided equally amongst the members; and consequently, amongst other advantages, the existence of this fund acts as an inducement to join the association, and as a deterrent against leaving it. As the money subscribed to the reserve, however, appears more or less a money once for all parted from, it is desirable to make the payment of the entrance fee as easy as possible, and to allow it to be paid in small rates. The entire net profits of the first year should be devoted to the reserve, and afterwards from 20 to 25 per cent. out of the net profits. The reserve fund should amount to from 5 to 6 per cent. of the entire capital of the association, and from 8 to 10 per cent. of the borrowed capital. There is, owing to the safe nature of the business done by the association, no reason why the reserve should not be employed in that ordinary business as long as a separate account is kept.

Of the Shares.—The principle to be observed in respect of the shares are the following:—The shares must be of like amount, and this amount must be estimated by the business transacted as compared with the number of members composing the association; hence the maximum amount of a share cannot exceed the quotient obtained by dividing the entire capital required for the undertaking by the number of members. If, *e.g.*, the annual amount of business done is equal to 80,000 thalers, requiring a capital of 20,000 thalers, and the number of members be 200, the shares cannot exceed 100 thalers, *i.e.*, 20,000 ÷ 200. This, however, would be an ideal state as yet reached by no association, the highest proportion yet reached being 50 per cent. of the capital; in such a case the amount of shares in the above instance would be 50 thalers.

This principle, viz., that each member shall have one share, and that the shares shall be all alike, must be strictly adhered to if the specific character of the association is to be maintained. For unless it be so, one of two things happens: either a few richer members monopolize the shares, and the object, equal risks equal advantages, is not obtained; or a larger capital is accumulated than is required for the specific work of the association, and other investments with other risks will be had recourse to. The richer members have always the alternative of paying up their shares in full, and thus at once drawing the dividends accruing out of the profits of the undertaking, which in the case of the less well off goes to making up the share. As a general rule in the smaller association, the shares should run from 30 to 50 thalers; in the larger, from 50 to 100 thalers.

A natural temptation, but a very dangerous one, should be carefully guarded against—that of small shares with a large borrowed capital, yielding in appearance large dividends to the shareholders. The evils of such a system are of two kinds. In the first place it is unsafe; as the only means of securing the associates against the dangers of unlimited liability consists in the gradual but certain accumulation of a stock capital in the proportions above laid down as compared with the borrowed capital. In the second place, one of the most direct benefits of the association, that of compelling the associates to save and to invest their savings in a profitable undertaking, is, *pro tanto*, negatived. Instead of the apparent advantages of the small shares and large profits over the large shares and the small profits, the case really stands thus: Dividends are in both cases the same per head; but in the former case minus, in the latter case plus, an accumulated capital.

Those who know the effect upon persons of the working class of a saving successfully accomplished yielding a yearly revenue, however small, will appreciate all that this difference involves.

The amount of the shares once fixed by the statutes of the society, the members either pay them up at once in full or in monthly payments. Dividends are only paid to the members on the fully paid-up shares. The dividends accruing on the partly-paid shares are added to these till the share reaches its full amount.

Loss and Gain. Treatment of Dividends, and Mode of estimating Net Profits.—The principle that in proportion to the chance of gain must be the risk of loss, renders the following rule indispensable, viz., that when the share capital has to be come upon to liquidate the debts of the association, only the amounts actually paid in shall be con-

* Hence the name by which he is universally known, for several persons of the name of Schultze having seats in the Chamber, the predicate Delitzsch was attached to his name for the purpose of distinction.

sidered as forming part of that capital; unlike in this respect the method adopted in ordinary share undertakings, in which the first measure is to call upon the shareholders to pay up the shares in full. It has been observed that the dividends are distributed *pro ratâ* on the money actually paid in, the gains therefore have been proportionally greater. Hence in case of a deficit the following order is observed: 1stly. Reserve; 2ndly. The stock made up by the full or partly paid up shares; 3rdly. Private property of members.

The net profits consist of the *plus* left on the total revenue after subtraction of total expenses, and it is necessary to note quite clearly what that revenue and what those expenses consist of; the revenue of the association consists of the interest paid upon money lent; the expenditure consists of—(*a.*) Interest paid on borrowed capital; (*b.*) Costs of administration; (*c.*) Losses.

Of the Forms of Indebtedness; Promissory Notes; Bills; Current Accounts.—The forms used in receiving advances from the association are either the simple declaration of indebtedness or promissory note, with corresponding declarations made by the sureties, or bills of exchange. The former is the usual form in the smaller associations and in remote localities where the habits of banking have not yet taken root, and the ordinary operations of credit are little known. In the more developed associations and the larger localities, bills of exchange are had recourse to, and the best plan is to adopt both forms according to the circumstances of the case. Accounts current presuppose the development of the credit association into a regular banking business carried on with a proper banking staff.

Amount of Advances, and terms for which they run.—The amount of the advances to be made will depend on the wants of the classes composing the association; and, secondly, on the funds at the disposal of the association. At Delitzsch the association began with a maximum loan of 50 thalers, which was soon raised to 1,000. As regards the term for which advances should run, a cardinal rule is not to lend for longer than you can borrow. Three months is the usual term for loans contracted on personal security, and there is a good reason for this, this being a sort of average time within which capital in production on a small scale ("la petite industrie") is turned over. Besides, it is a good thing to force the borrowers to set their house in order every three months. A good plan is to pay back the money borrowed in fixed rates, one-third at end of first month, the second at end of second month, and so on. When a borrower wants money for longer periods, the system of prolongation should be introduced, the debt being, as it were, tested at end of every three months; for three months the probabilities of a man's fortunes can be tested, within a larger period adverse chances multiply.

Securities, viz., Sureties, Pledges, Mortgages.—To secure the association against losses sustained by non-repayment of advances is a cardinal point in the business of the credit banks.

All the foresight and prudence of the board of direction must therefore be directed towards ascertaining whether the borrower has the power and the will to repay. Honesty in his dealings, skill and perseverance in his business, orderly habits, in fact, moral worth, are the criteria on the strength of which, as regards the smaller transactions, the advances must be made, as in these cases there is no other security forthcoming. The knowledge as to capacity must come from thorough local acquaintance on the part of the directors, therefore in larger places sub-districts must be created under sub-directors. Where no material security can be given, the borrowers must procure two sureties, who must likewise be members of the association. A little over the amount of the share may be lent without security or sureties. At Delitzsch, on a 40-thalers share paid up, 60 thalers are lent without security. For larger loans, in the absence of sureties recourse must be had to pledges.

Mortgages should not be had recourse to if they can be avoided, the circumstances of personal and real credit being too different. However, small industrials who have real property besides their trade may use a mortgage as against a current account, and of course a mortgage should always be taken to cover a bad debt.

Interest.—The rate of interest charged must depend upon the state of the money market, and should not be settled absolutely in the statute. But a uniform rate must be fixed upon, which should be raised or lowered according to circumstances. There is no limit to the rate paid by working men outside of associations, 60 per cent. being a common rate, and 700 per cent. one not unheard of. The rate of the existing associations varies between 6 and 14⅓ per cent per annum. It is usual to begin with a higher rate, and work down to a lower; borrowing money at 4½ per cent., allowing 2 per cent. for expenses, lending it at 8 to 10, will leave a fair margin for dividends and reserve. As a rule, where business is great, and terms longer, low interest should be charged. Where the business is small, and the terms short, high interest. In the larger associations the decision respecting the rate of interest should be left to managers, in the smaller ones to the general assembly.

Administration of the Association; General Meetings; Committee of Management; President.—The principle of self-help requires not only the passive participation of membership as the basis upon which the credit of the association has to be built up, but likewise active participation in its business, so that though the administration and executive should be left by the association in the hands of its officers, the body of the association must retain in their hands the constituent and legislative powers, as well as the general control over the managing body, *i.e.*, they must determine the general objects of the association, its judicial character, the nature of the business, the status of its members, their relations *inter se* and towards third persons, as also settle the principles upon which the details of the administration should be carried on.

These functions are exercised in the general meetings of the association, and the business to be transacted at these general meetings may be summed up as follows:—

1. The drawing up and altering of statutes.
2. The winding up of the business of the association, or its prolongation.
3. The drawing up of standing orders for the despatch of business; the granting of full powers, &c.
4. Election of officers; president; board of management, &c.; and, if necessary, their dismissal.
5. Decisions upon complaints against the former.
6. Interpretation of statutes, and settlement of differences between members.
7. Disposal of profits; examination of yearly account, and discharge of those accounts.

The degree in which these subjects are *de facto* to be left to the general meeting will depend on which of the two directions the association belongs to. In the larger associations more must be left to the managing body, in the lesser more must be left to the general meetings. But, as a general rule, as much as possible of the business of the association should be thrown upon the associates assembled in general meeting; in the first place as a means of intensifying the credit of the association,—for publicity is tenths of credit, and the more thoroughly business is transacted openly, and the exact circumstances of the association are known to the public, the more readily will the latter trust it.

In the second place as a means of business education. This is a point of the greatest importance, the general diffusion of business knowledge and business habits amongst the working classes being one of the first steps towards their emancipation from the tutelage of those whose fancied advantage it is to keep them in ignorance, as well as the only means of preventing them, during the process of such emancipation, from becoming the victims of economical fallacies.

This education is, moreover, necessary on practical grounds, for unless a body of business men is trained up within the association, always ready to supply the place of the managers when for some cause or other the latter cease from their functions, the whole business of the association may become suddenly paralysed, and with this paralysis the credit disappear.

The executive should be composed of at least two persons, one to keep the accounts, and the other to check them; but three are better, and this is the almost universal rule, viz., a president or chairman, a cashier, and a comptroller.

The president has the general management, the cashier keeps the accounts, the comptroller checks them, and is further employed as protocolist, rédacteur, &c.

This body is the executive, and represents the association *vis-à-vis* of the public and of third parties, and for their acts towards these third parties the association is responsible, and can only recover as against the persons composing this executive.

Besides the executive there should be a standing committee, whose duties, according to the character of the individual association, shade off into purely executive or into purely comptrolling. The standing committee stands between the executive and the general body as a medium by which the former is always within sight of the latter. They know everything and can report, or they know everything and can act. In the associations of which the Delitzsch Loan Association is the type, the standing committee is in fact an executive council; many executive acts requiring their signature. In the larger kinds of associations the functions of the standing committee are rather those of a board of control.

The standing committee of the Delitzsch type of asso-

ciation meets once a week. The details of their functions are given in the statute, of which a translation is appended.

Book-keeping and Accounts.—Book-keeping by double entry is not to be recommended to the smaller associations, though indispensable to the larger ones.

Salary of the Officials of the Association and the Deposit of Caution Money.—The officers of the society should be paid. The work cannot be done properly unless it be remunerated, and the association cannot have the same hold on unsalaried as on salaried officials. The cashier and comptroller are the two whom it is a *sine quâ non* condition to remunerate. The payment of the president and members of the standing committee is a matter of choice. The cashier, as the hardest worked official, should have the highest salary. Either the commission as distinct from interest is paid to them, or a tantième on profits, or a regular salary plus a tantième, the latter being the best plan. The cashier and the messenger of the association must be required, both of them, to pay down caution money.

Actions at Law.—The members of the managing body represent the association in all legal actions, and a provision to this effect should be expressly contained in the statutes; it is understood that each single member may do so, although it is the cashier who is usually entrusted with this office.

Such is a very concise summary of the general rules and principles to be observed in the creation of co-operative credit associations as laid down by M. Schultze-Delitzsch in a manual, the last edition of which was published in 1862.*

I should observe in reference to them that they principally apply to the type of association first founded, and of which the Delitzsch Union furnished the original model. A distinct form applicable to larger and more complicated credit transactions, and to which the principle of unlimited liability does not apply, has since grown up and is occasionally alluded to in the manual aforesaid. Its distinguishing character consists in its close approximation to ordinary banking establishments on joint stock principles, or rather on the "commandite" principle, in which one or more partners with a larger share of responsibility, and a greater control over the management, are jointly and severally liable to the extent of their whole fortune, the remaining shareholders being only liable to the extent of their shares.

These associations are naturally confined to the larger towns, Dresden, Leipzig, Gotha, &c., and have none of the distinctive marks of the co-operative associations proper, except that the smallness of the share (in the Eisleben Association, which is the received type of the species, the shares are 10 thalers (30*s.*) each) enables the same class of persons to become members of the one class of association as of the other.

Besides the radical difference between unlimited and limited liability the practical differences in the administration are these:—

In the Delitzsch class of association the real body of management is the standing committee, which is in fact an executive council, the president and financial officers being only the executive organs through which the orders of the standing committee are executed; but the committee itself is immediately under the control of the general meetings, *i.e.*, of the corporate body of associates. It is in the hand of the latter, therefore, that the real power even in details lies, and it is this constant participation in the actual business of the association, and the constant sense of responsibility which this participation entails, which it appears to me has rendered the application of unlimited liability not only possible but highly successful. These associations are, in fact, small democratic republics in which the entirety of the citizens not only control the management of their affairs but themselves manage them.

In the associations of the larger type, the *bonâ fide* management, and with it the larger share of responsibility, lies with the unlimitedly liable directors. The standing committee is of the nature not of an executive council but of a board of control, and though both are responsible to the general meeting, they are so not so much for the details of management as in regard to their general policy and to the observance of certain general principles and rules. It is a constitutional form of government, in which the principle of division of labour has been applied to the functions of the body politic, the executive being strictly separated from the legislative functions, and the former invested with a strong prerogative

It has been already observed that the Delitzsch Loan Association is the original type of the species, from which the entire co-operative credit system of Germany has grown up. I therefore annex a translation of its statutes, as drawn up by M. Schultze-Delitzsch.

Delitzsch is a small town, numbering 6,000 inhabitants, in Prussian Saxony. It possessed two credit institutions, which fully satisfied the requirements of the more well-to-do citizens, but offered no facilities whatever to the class of small tradesmen and handicraftsmen whose credit necessities have been since provided for by the loans association. The history of this association is especially interesting, as demonstrative of the correctness of M. Schultze-Delitzsch's principle of self-help; for in common with a great many similar associations it was originally founded in 1849, on the philanthropic principle then in vogue, of money lent gratis to the associations by charitable individuals.

During this period the number of its members sank from 117 to 30, and the utmost amount of business done arose, to loans, to the amount of 827 thalers granted in one year.

In 1852 M. Schultze-Delitzsch undertook its reorganization upon the principles explained in this paper, with the results shown in the following table:—

Year.	Number of Members.	Amount of Loans Granted.	Amount of Share Capital.	Net Profits.	Circulating Capital at close of year, *i.e.*, Share Capital and Borrowed Capital.
		Thalers.	Thalers.	Thalers.	Thalers.
1853	175	8,440	195	8½ (23½ th. to the reserve fund.)	2,067
1854	210	15,012	793	86½	3,560
1856	301	24,532	2,787	231	6,039
1858	382	45,197	4,930	392	12,987
1859	429	70,954	5,760	477	19,594
1860	453	77,039	6,915	437 (93 th. to the reserve fund.)	20,671
1861	484	81,708	7,927	532 (128 th. to the reserve fund.)	24,815
1865	514	92,035	11,552	741	31,295

REVISED STATUTE of the Loans Association ("Vorschussverein") at Delitzsch.

§ 1. *Of the Object of the Association.*

The undersigned, in becoming members of the present association, propose by means of their collective credit to procure for themselves and for each other the ready money required for the carrying on of their respective trades and industries.

§ 2. *Of the Funds of the Association, and of its Circulating Capital.*

The funds of the association consist—

(*a.*) Of the corporate property of the association, which belongs to the association as such, and is destined to serve as reserve to the cash business of the association;

(*b.*) Of the individual property of the associates, *i.e.*, of their "shares" in the undertaking.

The capital required for the business of the association is derived—

1. From the entrance fees and annual subscriptions of the members, and the stock capital made up by the shares, whether paid up in part or in full, of the members.

2. From capital borrowed under the collective guarantee of the association.

§ 3. *Of the Administration of the Association, and its General Meetings.*

The association is a body independently administering its own affairs, and each member of which has an equal voice in that administration. For the conduct of its business and the direction of its administration it appoints, for the period of three years, and always subject to its own supervision and control, a standing committee ("ausschuss,") consisting of—

(*a.*) A chairman;
(*b.*) A cashier;
(*c.*) A comptroller;
(*d.*) Nine committee-men:

Of whom the first three are separately elected, whilst the committee-men are elected in a body. Every year one-third of the committee men retire by rotation, and new ones are elected in their stead, every member remaining three years in office.

All matters, except such as by the present statute are or by future enactments may be delegated to the standing committee, are decided by the votes of the associated members, which votes are binding upon all members, provided

* "Vorschuss und Credit-Vereine als Volksbanken. Praktische Anweisung zu deren Gründung und Einrichtung, von Schultze-Delitzsch.' Dritte völlig umgearbeitete Ausgabe: Leipzig, Ernst Keil, 1862.

always that they have been passed by a majority of the members present at a general meeting, and that a three days' notice of such meeting, and of the subjects proposed for discussion thereat, has been given in the local papers.

General meetings have to take place regularly :—

(*a.*) At the close of the year for the purpose of electing the members of the committee, of receiving and examining the financial report and generally reviewing the affairs of the association, of apportioning the profits, &c. ;

(*b.*) At the end of each quarter, for the purpose of receiving a "compte rendu" of the financial situation, hearing complaints against the administration, and discussing any other affairs of the association.

General meetings may, moreover, be convoked at any time on urgent occasions, and must be so convoked if at least a tenth part of the members of the association address to the committee a written request to that effect, pointing out the subjects of discussion.

The general meetings are convoked by the committee, which likewise fixes the order of the subjects to be discussed, giving due notice of these latter in the circular convening the meeting. In the order of discussion must be included all proposals, signed by at least 10 members, of which notice shall have been given to the committee before drawing up their list of subjects.

The general meetings are presided over by the chairman; nevertheless upon a motion to that effect the presidency can, if the assembly should so determine, be conferred on any other member.

§ 4. *Of the Competency and Functions of the Standing Committee. Of the Executive, the several Functionaries composing it, and their powers.*

The standing committee and its several members are responsible to the association for the due observance of the present statute, as well as of any resolutions that may hereafter be passed by the association, and of any standing orders that may be enacted in virtue of such resolutions in regard to the management of the financial or other business of the association.

All inquiries and proposals, and more especially all applications for loans made to the association, must be addressed in writing to the committee, which decides thereon in its meetings, provides the necessary funds, cashes outstanding debts, and keeps the business in regular working order. A sitting of the committee for the despatch of the current business must take place once every week on a day previously to be fixed, and in a fixed locality. At these sittings the committee decides upon all matters that come under its cognizance by a majority of votes, provided always that at least one-half of the members are present.

The committee can at any time call upon the financial officers (cashier and comptroller), who are placed under its control and supervision, to submit to its inspection all account books, lists, and other documents, as well as to produce and, if necessary, hand over to them the cash balances ; and in case of any irregularities or defaultings the committee can at once suspend such functionaries, pending their dismissal by a general meeting, which must in such a case be at once convened.

Furthermore, the committee is empowered, on behalf of the association,—

(*a.*) To grant applications for loans against promissory notes or bills of exchange, in accordance with §§ 10 and 11 of this statute, and to prolong the term for which previous loans have been granted ;

(*b.*) To dispose, for purposes of the association, of the cash balances of the association ?

(*c.*) To contract loans and receive deposits on behalf of the association, according to requirement, or to cause the same to be accepted by the treasurer in such a manner as that all members of the association become jointly and severally liable to the creditors in respect of such transactions.

Nevertheless, the general meeting must previously fix the highest amount which all loans and deposits, taken together, shall not at any time exceed, and this amount shall not as a rule be more than twice the funds proper of the association as composed of the corporate property of the association and the share capital of the members.

In respect to any other engagements entered into on behalf of the association, such as contracts, &c., the committee is bound previously to obtain the authorization of a general meeting.

The responsibility of the committee does not, however, imply liability for any deficiencies which the finances of the association may suffer through the insolvency of its debtors, and errors the committee may have made in judging of the solvency of such debtors are not to be laid to their charge.

The chairman conducts the meetings of the committee and may, as occasion requires, convene extraordinary meetings, to which all the members of the committee must be individually invited, with due notice of the subjects of deliberation.

The cashier receives and takes into his safe keeping all monies paid into the association, and gives receipts for them ; he has likewise to make the current payments, but only upon a written order signed by the chairman and one committee man.

He has further, according to special instruction,—

(*a.*) To keep the necessary books, accounts of income and expenditure, &c., and to submit them to the committee in the manner more minutely prescribed in the standing orders ;

(*b.*) Annually to make out a complete account of income and expenditure, with the vouchers and other documents, and to prepare a balance-sheet to be submitted to the committee and to the general meeting for examination.

The comptroller conducts the counterbooks and check lists, and assists in drawing up the accounts in such manner as to guarantee a minute control of the management of the cashier ; the special directions for his guidance are likewise laid down in the standing orders. He has, moreover, to act as secretary, and as such to draw up the protocols of the general meetings and of the meetings of committee, and to carry on the correspondence conformably to the instructions of the chairman, who signs all letters issued in the name of the association.

The chairman, cashier, and comptroller constitute together the executive of the association, charged with carrying out the resolutions of the committee, as well as those of the association at large. They represent the association in its dealing with the public, so that all contracts signed and all engagements entered into by them collectively, in the name of the committee, are binding on the association ; but they remain liable towards the latter in all cases in which they have not acted in accordance with the resolutions of the committee or of the general meeting, or have acted without previous instruction.

Moreover, each of them singly can, in the name and on behalf of the society, sue or be sued at law, bring actions, effect compromises, take oaths, accept a decision as final, or appeal against it, or on the other hand cause themselves to be represented in all such transactions by attorney.

In case any of the aforesaid functionaries is prevented from attending to his duties, the committee has forthwith to appoint a substitute from amongst the committee men.

The chairman, the cashier, and the comptroller are remunerated for their services ; the amount of remuneration is to be calculated upon the amount of business done and settled by special agreement between the association and its officers. So also in regard to the caution money to be deposited by the cashier.

§ 5. *Of the Rights and Duties of the Members.*

The members of the association are entitled :—

(*a.*) To vote on all resolutions of the society, and at the elections of the officers of the association ;

(*b.*) To receive loans out of the funds of the society, so far as these funds allow ;

(*c.*) To participate, under the conditions fixed by § 9, in the profits of the business ;

On the other hand, they are under the obligation :

(*d.*) To contribute towards the formation of a share, at least five silver groschen, monthly.

(*e.*) To bear collectively the working expenses ;

(*f.*) To pay either at once or at the terms hereafter specified an entrance fee of one thaler each ;

(*g.*) To undertake jointly and severally the liability for the money raised to carry on the business of the association, and, so far as has not been done in their name by the executive, to sign the corresponding debentures ;

(*h.*) Not to act against the present statute, or the decisions and the interests of the society, and, lastly, to ratify the statute by their signature.

§ 6. *Of the Shares of the Members.*

The share of each member is fixed at 40 thalers as maximum amount, and may be paid up in full immediately on admission, or be completed, according to convenience, by instalments, on condition that the monthly contribution be not less than that fixed as the minimum amount by § 5, lit. *d.*

Until the share has been paid up in full, the dividends accruing on the part payments thereof shall not be paid to the shareholder, but shall at the end of each year be credited

to him in a separate account with the instalments paid up by him towards his "share."

These instalments and these dividends remain the individual property of the members, but cannot during the duration of membership be withdrawn, either wholly or in part, from the funds of the association.

The members of the association are in regard to their shares creditors of the association, these shares being of the nature of debts owed by the association corporatively to the associates individually. Hence, when a member leaves the association his share is paid over to him, in so far at least as he has not contracted corresponding obligations to the association, amongst which is to be reckoned surety given on behalf of another member. It follows, also, that in the event of the dissolution of the association, the totality of shares are to be liquidated as part of the debts of the association. In the event, however, of the assets of the association not sufficing to cover all the debts, inclusive of shares, the creditors proper of the association, *i.e.*, the persons from whom the association has borrowed, in its corporate capacity, have the priority over the shareholders, the shares resuming their character of a capital adventured in the business of the association. In such a case no member has a claim against his co-associates on account of a larger stake thus lost; but if, on the other hand, less than the entire share fund is required to liquidate the debts proper of the association, the amount is to be distributed *pro ratâ* amongst the members according to the amount of their shares.

§ 7. *Of the Reserve Fund.*

For the purpose of covering deficiencies that may arise in consequence of the non-repayment of loans made to members, the corporate property of the association (§ 2) is to serve as reserve fund, which fund is to be formed by contributions of the members, and by certain fixed per-centages deducted from the net profits (§ 9). The total amount of the reserve fund, to be regulated according to the debts, shall be determined from time to time by the resolutions of the association.

All members are bound to pay towards this fund an entrance fee, at present fixed at one thaler, not repayable to the members on leaving. It is optional to pay this entrance fee at once, or only two-thirds of it (20 silvergroschen) on entrance, and the remaining third (10 silvergroschen) within two years in two yearly rates of 5 silvergroschen each.

§ 8. *Of the Interest to be paid on Loans made to Members.*

The interest paid by the members on the loans they receive from the association furnishes the fund out of which are to be paid: 1st, the interest paid on the capital borrowed by the association; 2ndly, the working expenses of the association; 3rdly, the dividends on the shares of the association; and 4thly, a portion of the reserve fund.

For this purpose the borrowers have to pay to the association—

(*a.*) Five per cent. interest per annum;

(*b.*) One quarter per cent. commission per month, viz., together 8 per cent. per annum; but in case of the repayment being delayed, 10 per cent. per annum from the day of the repayment being due.

The interest and commission, however, even for the shortest period, shall never be less than—

One silvergroschen on advances of from 3 to 5 thalers;
Two „ „ „ 5 to 10 thalers;
and so on, rising one silvergroschen on every additional 5 thalers.

The interest and commission shall be at once deducted by the cashier from the advances granted; and all arrears are to be recovered, at the latest, simultaneously with the repayment of the capital, or sued for at law. As a general rule in this respect it is laid down:

"That all repayments made by the receivers of advances are in the first place applied to the discharge of interest and commission, and only the remainder to the discharge of the capital."

§ 9. *Of the Dividends.*

When the interest of the capital borrowed by the association, and the working expenses, have been covered by the interest and commission paid by the borrowing members of the association, as described in the foregoing paragraph, the residue is distributed, at the end of the year, in the shape of a dividend to the members, in proportion to the instalments paid by each of them on his share; and this process of adding the dividend to the instalments goes on till the shares have reached their maximum height of 40 thalers, when the dividends are paid over to the shareholders.

In calculating the dividend the shares of the individual members are only considered in so far as they make up a round sum in thalers, and exclusive of the payments made during the current year; the monthly contributions of the current year being thus only taken into consideration in calculating the dividends of the year next following.

As long as the reserve fund has not attained its maximum amount, there shall be deducted from the net profits to be distributed as dividend, and previous to such distribution, certain per-centages to be specially fixed by a resolution of the society. This proceeding must also take place whenever the reserve fund has, in consequence of losses incurred, fallen below its normal amount.

§ 10. *Of the Amount of the Loans to be granted, and of the Terms of Repayment.*

The maximum amount of the advances granted to the members must depend upon the actual state of the funds of the association compared with the calls actually made upon those funds, and must be left to the conscientious consideration of the committee. But the advances shall not, as a rule, be below 3 thalers (*9s.*), and above 1,000 thalers (150*l.*); with this general proviso, that whenever the funds of the association do not suffice to grant all demands, the prior demands shall have precedence over the later, and the smaller over the larger.

The terms of repayment shall not, as a rule, exceed three months, and the conditions imposed in this respect must be noted in the promissory note, bill, or other certificate of indebtedness. The repayment may be allowed to take place in several rates.

Nevertheless the committee is authorized to prolong after the lapse of the original term of repayment, and with the consent of the sureties, every advance for the period of another three months; in like manner several prolongations may be granted referring to the same loan, provided these prolongations do not extend together to more than three months beyond the original term of repayment.

§ 11. *Of the Conditions to be fulfilled by the Borrowers.*

To be able to claim a loan from the association, the claimant must fulfil the following conditions:—

(*a.*) He must not be under the imputation of any crime or misdemeanor involving loss of honour;

(*b.*) He must not be in arrears in regard to any former advance made to him by the association, and he must not have involved a surety in any loss;

(*c.*) His circumstances must afford a sufficient security for the repayment of the advance.

As regards the security, the committee, in cases of advances not exceeding the claimant's share by more than 10 thalers, has only to take into consideration whether the claimant and his circumstances are such as to justify the hope that the repayment is likely to take place, and to decide accordingly. If a claimant has already paid up his share to the full amount of 40 thalers, 60 thalers may be advanced to him without any special security. The chief points to be taken into consideration are laboriousness, skill, love of order, and honesty; and the committee may select, according to its free choice, from amongst the members of the association, trustworthy and well-informed confidential persons, and take their advice on these points. Up to the amount of the shares advances are always to be granted.

In cases of advances above that amount the claimant is bound to give security either by sureties or by a pledge, on the acceptability of which the committee alone has to decide, and to grant or refuse the demand accordingly.

Further, if a member who has already received an advance on the security of sureties, and has not yet repaid it, demands a second advance, the latter cannot be granted except with the consent of the sureties to the former advance; by which consent, however, the surety does not, by the mere fact of consenting, assume any responsibility in respect to the new advance.

To the sureties who pay the debts of the borrowers for whom they have stood surety, or who substitute themselves as debtors, shall be vouchsafed the advantage that only 5 per cent. per annum shall be charged to them on the accrued interests of the original debtor, or on their own arrears of interest in regard to that debt.

Complaints respecting refused applications for loans must be referred to the next general meeting.

§ 12. *Of the Acquisition and Termination of Membership.*

Membership is acquired by signing the present statute after the formal admission by the committee has taken place; the latter may, if it considers the admission of the candidate not compatible with the interests of the association, decline to admit him; the person rejected having a right to appeal to the general meeting.

The association can by a resolution expel a member who has left his statutory obligations unfulfilled, and the

committee can more particularly submit such a resolution to the vote of a general meeting whenever a member shall have remained three months in arrear with his subscriptions, or shall have given rise to legal proceedings against him for the recovery of an advance made to him.

Membership also ceases on the death of the member, or after a written notice given by a member of his intention to leave at the end of the current financial year.

The heirs of a deceased member are also for that period still bound to the obligations of membership. As regards the notice, it must be given at least six months before the close of the year, otherwise the member giving the notice cannot withdraw from the association before the end of the next following year.

The member leaving, or his heirs, can only claim back the amount paid by him on his share and the dividend for which he already stands credited, and has no right of participation in the corporate property of the society, *i.e.*, neither in the reserve fund nor in the dividend of the current year. The repayment of his share takes place only six months after the close of the financial year with which his membership ceases.

On the other hand, the member leaving can demand to be exonerated after the lapse of two years from all liabilities entered into during his membership towards the creditors of the association.

If the finances of the association are in a bad state, the only way for it to withdraw from the obligation thus to exonerate a retired member is to wind up its business, or, if need be, to dissolve itself, in which case the member in question is still proportionately liable for the engagements entered into during his membership, so far as the assets may not suffice to cover all the debts.

From the day that his membership ceases the retired member is absolutely shut out from all interference in the affairs of the society. All he is entitled to demand is to be furnished with a copy of the last monthly balance sheet, with a general statement of the debtor and creditor account of the society.

§ 13. *Of Honorary Membership.**

If a person, without claiming to participate in the advantages of the association, yet promotes its objects, the committee may receive such person as honorary member.

This may take place when a person shall contribute, as at present, either—

(*a.*) A current contribution to the amount of at least 12 silvergroschen yearly;

(*b.*) Or a sum, once for all, of at least one thaler;

(*c.*) Or shall grant a loan to the association, free of interest, of at least 10 thalers.

The honorary membership lasts a year for each full thaler given; in the case of current contributions, as long as these are paid; and in the case of loans free of interest, as long as these are left at the disposal of the association.

The honorary members, however, have only the following rights and duties of membership:—

1. The right of voting in all affairs of the society and of accepting functions conferred on them by the society.

2. The obligation not to act against the present statute, or against any resolutions of the association.

§ 14. *Of the Dissolution of the Association and the Liability of the Members.*

The rule laid down in § 3, to the effect that a simple majority of the members present at a general meeting suffices to give validity to a resolution, suffers an exception in regard to a resolution having for its object the dissolution of the association. In such a case two-thirds of the ordinary members of the association must record their votes in favour of dissolution.

The honorary members have no vote in this matter, being only entitled, in case of dissolution, to demand the restitution of the sums contributed by them as presents to the association, provided that these sums are not required to liquidate the debts of the association; moreover, they must themselves claim the recovery of these sums from the committee within six weeks of the appearance in the local papers of the notice of the dissolution of the association, otherwise they forfeit the same.

The repayment of the shares of the ordinary members also takes precedence of this restitution of presents made by honorary members. The members of the association only become liable as regards their private estate to the creditors of the association, when after the reserve fund and the share capital have been exhausted there still remain debts unliquidated.

§ 15. *Of the Exclusion of Legal Proceedings.*

In case that differences of opinion amongst the members should arise as to the tenor and meaning of this statute, or of the resolutions of the society, such differences shall always be finally decided by resolutions of the society at general meetings; and no member shall in any way be entitled to remonstrate or to take legal proceedings in regard to such difference of interpretation, all judicial interventions and actions-at-law in regard thereto being absolutely excluded.

Delitzch, the

There only now remains to give some account of the general organization of the credit associations *inter se*.

The success of the Delitzsch union naturally produced imitators, and M. Schulze-Delitzsch was consulted on all sides as to the framing of statutes and the rules and principles which should be embodied in these statutes. It should be noted that he had simultaneously started into life a number of other co-operative societies, in the shape of productive associations, co-operative stores associations, &c., to which reference will be later made. It should also be noticed that he was not possessed of any private fortune, but was dependent for his livelihood on his profession as a lawyer; nevertheless, during seven years, from 1852 to 1859, he devoted, without remuneration of any sort, so vast an amount of energy to the task on which he had set his heart, that at the latter date he had called into life 80 credit associations, comprising 18,000 members, and doing a yearly business to the amount of 4,000,000 thalers, besides 15 productive and raw material associations likewise doing very considerable business.

The movement had consequently taken dimensions which made it necessary for him either to devote himself entirely to it, and to establish a central administration with a proper staff, or wholly to withdraw from his connexion with it in order to attend to his professional pursuits, his forced neglect of which was gravely compromising his means of support. In the former case it was obvious that he would be compelled to accept of a remuneration. Under these circumstances M. Schulze-Delitzsch drew up a very characteristic contract, in which, fixing his remuneration at an inconceivably low rate, and making it to depend on conditions which precluded the burden, small as it was, from being felt by the associations, he bound himself to accept of no office and to engage in no occupation which should prevent him from giving up as much of his time and energies to the business of the associations as might be required from him.

On the other hand, he stipulated that the remuneration he received should not place him in the position of a "mandataire" of the associations, or of an officer bound to carry out their behests against his better knowledge.

The title he assumed was that of "counsel" (anwalt) to the united co-operative associations;* and, as will be seen later on, when the exact sphere of his duties is explained, this title exactly describes the functions with which he invested himself.

The remuneration which he fixed was a small per-centage out of the net profits, so that such of the associations as had not realized net profits would have the benefit of his assistance gratis. The amount to be paid by each association was in no case to be less than two thalers (6*s.*) or more than 12 thalers (36*s.*),† out of which sum, moreover, the salaries of the clerks and other office expenses were to be defrayed. At the time he entered into this contract (1859) he calculated that the proceeds of this yearly charge would amount to from 300 to 400 thalers (from 45*l.* to 60*l.*). In 1862, with 243 credit unions in full operation, comprising nearly 70,000 members, doing business to the amount of 23,000,000 thalers, and therefore necessarily taking up his entire time, the income he derived was 1,000 thalers (150*l.*).‡ Having entered into

* The section with reference to honorary membership passed into the revised statute of the Delitzsch Association from the statutes which were drawn up at the very commencement of the co-operative movement, and before it had worked itself quite clear of the philanthropic and charitable elements which at first clogged its purely business development. In the later associations M. Schultze-Delitzsch has carefully eliminated the "honorary" element.

* The united associations included productive associations, store societies, and all the other kinds of co-operative unions.

† The maximum was later fixed at 30 thalers, but this was only done when the formation of sub-unions, each with a president, clerical staff, &c., had vastly increased the expenditure of the general administration.

‡ His persistent refusal to accept of a larger remuneration at the hands of the associations, induced the friends of the co-operative movement in Germany to get up a testimonial in the shape of a national subscription, which it was intended should place his private fortune upon a secure footing. For this purpose a subscription list was opened in 1863, which yielded 52,000 thalers; but here again he baulked in a great measure the wishes of his friends. He permitted the subscription, but refused to accept the proceeds as a donation to himself, making the condition that the whole sum should be invested by trustees, the income to be spent by himself, in the service of the associations, and at his death, or when he could no longer perform those services, by the person who should succeed him.

these business relations with the associations, with which he had hitherto occupied himself only as a friend, M. Schulze-Delitzsch set to work to give a definite and statutory form to the union of associations between whom, up to that time, he had been the sole connecting link. It was not until the year 1863 that the organic statute of this union came into operation.

The following are its principal features:—

The union consists of all German co-operative associations founded on the principal of self-help, and includes credit unions, productive unions, store unions, and any present or future variety of associations to which the above distinctive marks apply, and who choose to join it and submit to its statutes.

It is subdivided into provincial sub-unions, each with its own president and staff.

The legislative powers for the union are vested in a general assembly (vereinstag), composed of delegates from the several societies, who meet once a year for the number of days required for the despatch of business. The place of meeting varies each year.

This assembly is supreme in regard to all matters which concern the union itself, and the rules and conditions of admission into the union; it also disposes absolutely of all monies raised for common purposes, but its action over the individual associations is of a very limited kind, and the independence of the latter in respect to their internal concerns is laid down as a principle never to be departed from. Even in regard to any new obligations to be entered into by the various associations towards the union these can only become binding by the assent of the parties interested. The resolutions passed by the assembly in regard to the general purposes and policy, the rules and principles that should guide the associations, have only the weight attached to them which belong to a body competent to pronounce a judgment. They are in fact only an intensified form of public opinion in regard to the co-operative public. But that this force, though only a moral one, is in all important cases a nearly irresistible one in regard to a system which is based on credit—that is, on opinion—is clearly manifest.

The organs of the union are—

1. The counsel (anwalt), at the present time M. Schulze-Delitzsch.

2. The standing committee, composed of the presidents of the provincial sub-divisions.

The central offices are established at Potsdam, where M. Schulze-Delitzsch resides.

The functions of the counsel are the following:—

1. To represent the united associations in the press and at the yearly economical congresses (to which reference has been made in a former paper), and in those states of Germany in which existing laws hamper the free development of co-operation, to agitate for the reform of those laws.

2. To assist by his advice and counsel in the creation of new, and in the development of existing, associations.

3. To act as the medium of intercommunication between the various associations for the interchange of their respective experiences and the establishing of business relations between them.

4. To draw up statistics of all the data furnished by the associations so that the results may be year by year accurately tested.

5. To edit a montly paper which should serve as the official organ of the union, and at the same time discuss all matters having reference to the co-operative movement at home and abroad. This journal under the name of "Die Innung der Zukunft" ("The Guild of the Future") is published at Leipzig.

The functions of the standing committee (which remains constituted "en permanence," though its members live far about, and are consequently under the necessity of transacting much of their business by correspondence), are:—

(1.) To assist the counsel ("anwalt") with their advice in urgent cases for which the general assembly of delegates cannot be convoked, and in regard to which the counsel does not desire to take the entire responsibility of action on himself.

(2.) To decide by a majority of votes on the orders of the day, the subjects of discussion, &c. to be submitted to the general assembly.

(3.) To exercise an independent control over the accounts and financial arrangements of the union, and to check the expenditure incurred by the counsel.

(4.) In the event of the counsel being, from whatever cause, prevented from continuing the discharge of his duties, to appoint a provisional substitute pending the convocation of the general assembly.

In the cases that come under one and two, the counsel ("anwalt") presides; in those under three and four, the committee elect their own president.

In the above sketch of the general organization of the co-operative unions in Germany, the following features should be noted:—

The movement, as was observed at the commencement of this paper, originated with M. Schulze-Delitzsch, who has been, so to speak, its soul and moving principle, but, on the other hand, it should not the less be noted that the impulse once given, and the rules and principles of co-operative association having by M. Schulze-Delitzsch's unceasing agitation and activity been thoroughly popularized, the movement assumed the form of spontaneous growth. From the yearly reports it appears that not more than one-half of the credit associations, and a still less proportion of the productive associations are registered at the central office, and belong to the general union. Of those thus registered, and which furnish the statistics of the yearly reports, a large number have but slightly, if at all, availed themselves of the direct assistance of M. Schulze-Delitzsch. It was not until the movement had assumed the largest proportions that the attempt at consolidation and at a quasi-centralization was made. But this centralization has left the perfect independence and autonomy of the several associations unscathed. The general assembly does not arrogate to itself the power of legislating for the individual associations, and the head of the entire organization by selecting the title of "counsel" has repudiated the notion of a central executive.

Thus, from the foundation to the coping stone of the edifice, one principle prevails—self-help, self-dependence, self-reliance; but this autonomy and independence is supplemented by the maximum of intercommunion and the giving of the utmost scope to voluntary interdependence and interchange of services. As in the several associations the greatest local variety in the details of the statutes is combined with perfect identity of general principles, so again in the relations of the various groups *inter se*, a greater or less degree of intimacy exists, and different forms of intercommunion have been applied; but the ruling principle of voluntary association remains unimpaired.

Hence, in this remarkable system, in which no room was found for dictatorial powers, and no scope given to the terrorism of majorities, that great ideal of all popular institutions has been realized, viz., utmost variety combined with utmost harmony.

The co-operative system of Germany, is a remarkable monument to the genius of a master mind content to seek in moral forces the lever of his power, and to the capacity of the German nation for self-government and for confederative action, when once that action is based on popular principles.

After having finished his organization of the united associations, M. Schulze-Delitzsch turned his efforts to two further steps in the movement:—

1. The acquiring of corporate rights for the associations, and the obtaining for them of a secure legal status.

2. The foundation of a great central bank, which should act as the common credit reservoir from which, in case of local drought, the unions should be irrigated.

After many years of endless labour, he succeeded this year in getting his own law passed by the Prussian Parliament. The parliamentary history of this law in its various stages is highly interesting, but it would be impossible to do justice to it within the limits of this paper. Up to the last great doubts respecting its being passed in a form which he would have accepted prevailed, for a remnant of the old bureaucratic spirit had induced the Government to insist on a clause making concession by the Government a preliminary condition to the acquisition by any society of the corporate rights to be accorded by the law; and the Upper House in a similar spirit insisted on a clause rendering the presence of a Government commissioner obligatory at the general meetings.* The firmness of the Lower Chamber, and the good sense of Count Itzenplitz, the Minister of Commerce, however prevailed, and the law was passed in its original form. A translation of it is given herewith *in extenso*.

M. Schulze-Delitzsch was equally successful, and at an earlier date, in founding his central bank, which was established at Berlin, and began business in 1865.

It was founded on the "commandite" principle, with a capital of 270,000 thalers, in shares of 200 thalers each.

Its object is to give to the associations, hitherto dependent for their credit supplies upon the local facilities which they might severally enjoy, direct access to the general loan market. M. Schulze-Delitzsch lays a great stress on the primary necessity of securing the local credit, and distinctly set forth that if after existing for a year or two an associ-

* It should be noted that sections 26 and 34 of the law amply provide against the misuse of the corporate rights granted by the law for political or other purposes than those distinctly specified in the law.

ation has not succeeded in securing that credit, there must be something fundamentally wrong in its constitution. But he insists not less strongly as a reserve force, and especially in moments of crisis, when local credit is apt to be suddenly withdrawn, upon the associations being placed by an organ of their own in direct communication with the central reservoirs of capital, and for this object the central bank was established.

There only now remains to give a general view, taken from the last statistical tables published by M. Schulze-Delitzsch, of the results of the system. The following data apply to the year 1865, the report for 1866 not being yet published :—

Total number of credit and loan associations which have sent in their statistics to the central bureau	498
Total number of members	169,595
	Thalers.
Total amount of money advanced during the year 1865	67,569,903

(Roughly, 10,000,000*l.* sterling.)

TOTAL INCOME :

	Thalers.	
1. Interest and commission paid by borrowers		1,321,707
Ditto, ditto, still due		50,822
2. Other miscellaneous sources of income, such as sale of securities, &c.		27,365
Ditto, ditto, still due		2,002
Total income		1,401,896

TOTAL EXPENDITURE.

	Thalers.	Thalers.
1. Interest on borrowed capital	520,594	
Ditto, ditto, still due	178,964	
		699,558
2. Cost of administration and salaries	215,345	
Ditto, ditto, still due	77,819	
		293,164
3. Miscellaneous costs		23,239
Total expenditure		1,015,961
	Thalers.	
TOTAL LOSSES		20,566

NET PROFITS.

	Thalers.
Total of net profits	371,735
Applied as follows :	
1. To the reserve fund	90,974
2. Dividends	272,493

DEBIT.

	Thalers.
Share capital	4,442,879
Borrowed capital	11,154,579
Savings deposits	6,502,197
Reserve fund	409,679
Total	22,505,220

CREDIT.

	Thalers.
Cash balances	1,001,585
Securities	1,002,172
Outstanding claims	20,342,146
Fixtures, office furniture, &c.	82,934

It must be remembered, in gauging the importance of these results, that the associations of which the above statistics are given, represent but little more than one-half of those notified to the central bureau, viz., 498 out of 961, the remaining 463 either not having furnished any statistics at all, or not having done so in the form necessary for the tabulated statement published each year.

It should be also noted that I have not included the productive and other co-operative associations not belonging to the class of credit unions, and which must be treated of in a separate paper.

The whole number of associations of all kinds, including those notified to the central bureau, and those known to exist, was calculated by M. Schulze-Delitzsch in 1864 at 1,300, with more than 300,000 members. It must have considerably increased since then.

Appendix to Enclosure in No. 7.

PRUSSIAN LAW granting CORPORATE RIGHTS to CO-OPERATIVE ASSOCIATIONS.

WE, William, by the Grace of God King of Prussia, &c., enact, with the consent of the two Houses of our Landtag, as follows :—

PART I.—*Of the Formation of the Association.*

§ 1. Societies with unlimited membership, whose object it is by the transaction of business in common to enlarge the credit, increase the trade profits, and further the household economy of their members, viz. :—

1. Loan and credit unions ;
2. Raw material and store unions ;
3. Unions for the production and sale of finished wares on a common account (productive association) ;
4. Unions for the purchase of the necessaries of life wholesale, and the selling them retail (consumption associations) ;
5. Unions for providing the members of such unions with dwelling houses ;

acquire under the conditions herein-after described the rights designated in the present law as those of " Registered Associations."

§ 2. The requisites to the constitution of such associations are—

1. The drawing up of the statutes in writing.
2. The assumption of a common name (firma).

The name of the association must be derived from the object of the undertaking, and have affixed to it the title " Registered Association."

Neither the names of the members (associates) nor those of any other persons must appear in the name of the association. Every new name must be clearly distinguished from those of any previously existing registered association in the same locality.

§ 3. The statutes must contain—

1. The name and seat of the association ;
2. The object of the undertaking ;
3. The duration of the association in the event of the same being established for a limited period only ;
4. The conditions under which members join and leave the association ;
5. The amount of the shares of the several associates, and the way in which these shares are paid up ;
6. The principle upon which the balance sheet is drawn up, and the profits are reckoned, and the way in which the balance sheet is audited ;
7. The mode of election, and the composition of the managing body, and the forms under which the members of this body are invested with their full powers ;
8. The forms used in convoking the associates ;
9. The conditions under which the associates exercise their votes ;
10. The subjects which are not decided by a simple majority of the associates present at a general meeting, but which require a larger proportion of votes or other conditions ;
11. The forms used by the association in making its announcements, and the public journals in which these announcements are made ;
12. The condition that all the associates are jointly and severally liable for the debts of the association, and that this liability extends to the whole of their private estate.

§ 4. The statutes of the association must be deposited with the commercial tribunal of the district in which the association has its seat, and be entered in the register of associations, which shall form part of the general commercial register. An extract of the statutes must be published containing the following points :—

1. The date of the statute ;
2. The name and seat of the association ;
3. The object of the undertaking ;
4. The duration of the undertaking, if limited to a definite period ;
5. The names and domiciles of the managing body ;
6. The form in which the announcements of the association are made, and the public journals in which they are made.

At the same time, public notice is to be given of the fact that the list of the associates is at all times open to inspection at the tribunal of commerce.

If the statute determines the form in which the managing body gives expression to its resolutions and signs on behalf of the association, this provision is likewise to be made public.

§ 5. Before the association has been entered on the register it cannot enjoy the rights of a registered association.

§ 6. Every alteration in the statutes must be committed to writing, and notified to the tribunal of commerce by the transmission of a duplicate copy of the resolution passed to that effect by the association.

The same process takes place in regard to a statute when altered as that which took place in regard to the original statute. Its publication is only so far necessary as alterations have been made in the points originally published.

The resolutions of the association have no legal force until they have been entered in the register of the commer-

cial tribunal of the district in which the association has its seat.

§ 7. At every commercial tribunal in whose district the association has a branch establishment, the latter must be entered on the register of associations, and the procedure described by sections 4, 5, 6, for the parent association be observed.

PART II.—*Of the legal "status" of the Associates "inter se," and of their legal status and of that of the Association towards other persons.*

§ 8. The legal "status" of the associates "inter se" is determined in the first instance by the statutes. The latter, however, can only in so far deviate from the principles laid down in the following sections as such deviation is expressly declared to be allowable.

In the absence of other stipulations in the statute gain and loss will be divided amongst the associates per head.

§ 9. The rights which the associates enjoy with reference to the affairs of the association, more particularly in regard to the conduct of its business, the examining and auditing of the balance sheet, and the determining the distribution of the profits, are exercised by the totality of the associates in general meeting assembled.

Each associate has a voice at such meetings unless the statutes stipulate to the contrary.

§ 10. The registered association can acquire rights and enter into binding engagements; it can become possessed of landed property, or acquire other real rights on such property; it can sue and be sued.

The association is under the ordinary jurisdiction of the tribunal of the district in which it has its seat.

The provisions of the General German Mercantile Code and those of the introductory law of 27th June 1861, with reference to merchants, apply in a similar manner to the associations in so far as the present law does not constitute exceptions.

§ 11. The associates are jointly and severally liable with their entire estate for the debts of the association in so far as, in the event of liquidation or bankruptcy, the property of the association is not sufficient to cover the liabilities.

Whoever enters into an existing association is equally with the other members liable for the engagements entered into by the association before his becoming a member.

Any stipulation to the contrary has no binding force against other persons.

§ 12. Private creditors of associates have not got the right to claim, for the satisfaction of their debts, effects, claims, or rights which belong to the estate of the association. Such creditors can only put in an execution, attachment, or distraint upon that which the associate himself has a claim to in the shape of interest or profit, and that which falls to his share upon the winding up of the association.

§ 13. The provisions of the foregoing section apply equally to private creditors in favour of whom a mortgage or lien on the property of an associate has accrued in virtue of legal proceedings. Such mortgage or lien not extending to the effects, claims, or rights which form part of the estate of the association, but being confined to that which was specified in the last paragraph of the foregoing section.

Nevertheless any rights or claims which may have been in force against such effects before they became part of the property of the association are not invalidated by the foregoing paragraphs.

§ 14. As long as the association exists, claims of the association cannot be compensated, either in their whole extent, or in part, by the private claims which the person indebted to the association can raise against a member of the association.

§ 15. If the private creditor of an associate, after fruitlessly distraining upon the private property of such associate, obtains a right of execution upon the share which would accrue to the associate upon the winding up of the concern, he can, whether the association be founded for a limited or unlimited period, demand for the satisfaction of his debt that the associate leave the association. Notice to that effect must, however, be given at least six months previous to the close of the financial year.

PART III.—*Of the Managing Body, the Council of Supervision, and the General Meeting.*

§ 16. Every association must have a managing body elected from amongst the associates. By it the association is represented judicially and extra-judicially. The managing body can consist of one or more members, who may be salaried or not. It is at all times removeable, with a claim, however, to compensation if such arise out of existing contracts.

§ 17. The names of the managing body must immediately on their nomination be notified to the commercial tribunal and be entered on the register, and the tribunal must be made acquainted in an official form with their signature.

§ 18. The managing body sign for the association. If the statute contains no particular stipulation on the subject, the signatures of all members of the managing body are required.

§ 19. The association obtains rights and is subject to obligations in all legal matters entered into by the managing body on their behalf. It is matter of indifference whether such business has been concluded expressly in the name of the association, or whether circumstances prove that it was the will of the contracting parties that it should be concluded for the association.

The competency of the managing body in representing the association extends to those affairs and legal proceedings for which the law requires special full powers. To legitimate the managing body in all matters concerned with the registry of mortgages a certificate of the commercial tribunal to the effect that the persons designated are the managing body suffices.

§ 20. The managing body is bound to observe the limits placed to its functions by the statutes or by the resolutions of a general meeting. This limitation of the powers of the managing body, however, is not valid as against other persons.

§ 21. Oaths can be taken by the managing body in the name of the association.

§ 22. Changes in the members of the managing body must be notified and entered on the register.

§ 23. In serving writs on or giving legal notices to the association it suffices that this should be done upon or to a member of the managing body who is empowered to sign on behalf of the association.

§ 24. The managing body is bound at the end of each quarter to notify to the commercial tribunal the names of the members who have joined and of those who have left the association during the quarter, and once a year in January to give an exact alphabetical list of all the members.

The tribunal rectifies by these lists the original list deposited with it.

§ 25. The managing body must, within the first six months of each financial year, publish the balance sheet of the preceding year, and the number of the actual members of the association.

§ 26. Members of the managing body who have in that capacity acted beyond the limit of their powers or against the provisions of the present law or of the statutes of the association are liable with their whole estate for the losses which may accrue out of such acts.

If they busy themselves with other objects than those specified in the present law (§ 1), or if they allow or do not prevent the discussion of subjects at the general meetings which have no reference to the business of the association, but are concerned with public affairs (see § 1 of the law of 11th March 1841, for the prevention of the misuse of the right of meeting), they incur a fine of 200 thalers.

§ 27. The statutes can provide for the creation side by side with the managing body of a council of supervision. This council superintends the administration of the managing body in all its branches. It acquaints itself with the state of its affairs, inspects the books and the cash balances, and can convoke general meetings. It can, pending the decision of the general meeting, and if should seem necessary, depose the managing body and take the necessary measures for the provisional transaction of the business.

It must examine the yearly accounts, and report thereon to the general meeting.

§ 28. The council of supervision is charged to bring actions at law against the managing body if the general meeting has resolved on such actions.

If the association has to bring actions against members of the council of supervision, it must, by the vote of a general meeting, name persons with the necessary full powers to carry on the suit.

Every member of the association is authorized to intervene in the suit at his own expense.

§ 29. Full powers can be given by the association, *ad hoc*, to other persons than the members of the managing body or the council of supervision; the exact extent of the functions thus vested in these persons being exactly specified in the full power.

§ 30. The general meetings are convoked by the executive body, unless otherwise specified in the statute.

General meetings, besides the occasions for such meetings specified in the statute, are to be convoked whenever it appears in the interest of the association to do so.

§ 31. The convoking of the general meeting must take place according to the forms fixed by the statutes.

The subjects for discussion must on every occasion be notified simultaneously with the convoking. No resolutions can be passed upon subjects of which notice has not thus been given. For the mere proposing of resolutions, and for discussions not ending with a formal resolution, no such notice is required.

§ 32. The managing body is bound to observe and execute all the provisions of the statutes, as well as the resolutions of the general meetings passed conformably to the said statutes.

The resolutions of the general meetings must be entered in a register of protocols, which must be open to the inspection of every associate, and of the organs of the Government.

Part IV.—*Of the Dissolution of the Association, and the Leaving it by Individual Associates.*

§ 33. The association is dissolved—

1. By the conclusion of the period for which it was formed;
2. By a resolution of the association;
3. By a declaration of bankruptcy.

§ 34. If an association is guilty of illegal acts by which the welfare of the community suffers, or if it pursues other objects than those business objects specified in the present law (§ 1), it can be dissolved without claim to compensation.

In such a case the dissolution can only take place upon the passing of a judicial sentence on the prosecution of the district authorities. The competent tribunal is that to whose ordinary jurisdiction the association is subject.

The sentence of the tribunal is to be communicated to the tribunal which keeps the register of the association, that it may be entered therein and published according to § 36.

§ 35. The dissolution of the association, if it does not take place in consequence of a declaration of bankruptcy, must be notified by the managing body for entry in the register of the association, and must be announced three times consecutively in the public journals.

This announcement must besides call upon the creditors of the association to send in their claims to the managing body.

§ 36. The declaration of bankruptcy is to be officially entered in the register by the tribunal charged with the bankruptcy proceedings, and notice of the same is likewise to be published in the public papers.

§ 37. Every associate has the right to leave the association. If there are no express stipulations in the statutes on the subject, the associate can only leave at the close of the financial year, and must give a four weeks' notice at the least. Membership, moreover, ceases with death, unless the statutes contain stipulations carrying such membership on to the heirs at law.

The association can, on grounds which must be specified in the statute, exclude members from the association.

§ 38. The associates who leave, or who are excluded from the association, as also the heirs of deceased members, remain liable for all debts of the association contracted before the date of the cessation of membership, until the period of limitation.

Unless the statutes contain stipulations to the contrary, such persons have no claims on the reserve fund, or the corporate property of the association, and can only demand the repayment of their shares with the dividends accrued upon them, such repayment to be made within three months of their leaving the association.

The association can only protect itself against such a claim, even if the property of the association should have diminished at the time of such cessation of membership, by dissolving itself and proceeding to wind up the business.

Part V.—*Of the Winding up of the Association.*

§ 39. After the dissolution of the association, except in the case of bankruptcy, the winding up of its business is undertaken by the managing body, unless the statutes or a resolution of the association designate some other persons for that purpose. The appointment of the liquidators is always revocable.

§ 40. The liquidators must be notified to the Tribunal of Commerce, and their names entered on the register. If a liquidator vacates his office, or if his power of attorney expires, notice must likewise be given.

§ 41. The relations of the liquidators towards other persons are determined by §§ 25 and 40 of the General German Commercial Code. If there are several liquidators they can only legally transact business by doing so in common, unless it be specially stipulated that they can do so individually.

§ 42. The liquidators have to wind up the current business, to fulfil the engagements of the dissolved association, to call in outstanding claims, and to convert the property of the association into cash. They have to represent the association judicially and extra-judicially; they can compound and make compromises. To wind up current business, they can enter into fresh engagements.

The liquidators can only effect the sale of real property by auction, unless there be stipulations to the contrary in the statute or resolutions of the association.

§ 43. The limitation of the functions of the liquidators as against other persons has no legal force.

§ 44. The liquidators have to give their signature in such a manner that they affix their names to the former name of the association which is now to be designated as the name of the union to be wound up.

§ 45. The liquidators have, in the management of the business committed into their hands, to conform themselves to the resolutions passed by the general meeting.

§ 46. The monies in the hands of the association at the time of dissolution, and those which during the process of winding up flow into the hands of the liquidators, are to be applied as follows:—

(*a.*) First, the creditors of the association are to be satisfied as the money owing to them falls due;

(*b.*) From what remains, the shares, with the dividends accrued upon them, are to be repaid to the associates. If the assets are not sufficient to pay these in full, the distribution takes place according to the relative proportions of the shares;

(*c.*) From what remains after paying the debts of the association, and the shares of the members, there will, in the first place, be distributed the profits of the last year as prescribed by the statutes. If any property should then remain, the same, in the absence of special stipulations to that effect, shall be distributed amongst the members per head.

§ 47. The liquidators must begin by drawing up a balance sheet. Should the result of this balance sheet be that the property of the association (inclusive of the reserve fund and the share capital) does not suffice to cover the debts of the association, the liquidators have at once on their own responsibility to call a general meeting, and hereupon, if within eight days the associates have not contributed sufficiently to cover the deficit, they have to apply for the opening of the commercial bankruptcy in regard to the assets of the association.

§ 48. Notwithstanding the dissolution of the association the legal status of the associates *inter se*, and towards other persons, remains until the close of the liquidation the same as that laid down in parts II. and III. of the present law. In the event of the dissolution of the association no member can be made liable by means of regress on account of the smaller amount of the calls on shares which he may have paid, according to the statutes, by the other members of the association who have paid up more on their shares The jurisdiction under which the union was at the time of its dissolution remains in force for the union which is to be dissolved till the close of the winding up. Citations addressed to the associations can be delivered to the hand of one of the liquidators.

§ 49. After the conclusion of the winding up, the books and papers of the late associations are to be given into the custody of one of the former associates, or of a third person. If agreement cannot be come to as to who this person should be, the Tribunal of Commerce determines.

The associates and their heirs retain the right of examining and using these books.

§ 50. Besides the case provided for by § 47, bankruptcy is declared whenever the association, either before or after dissolution, has stopped payment. (See § 281, No. 2, of the Bankruptcy Law, &c.)

The notice of such stoppage of payment, if before the dissolution of the association, must be given by the managing body; if afterwards by the liquidators.

The association is represented in the one case by the managing body, in the other by the liquidators. Such representatives have to appear personally to give the necessary information, as in the case of an ordinary debtor. A concordate cannot take place.

The declaration of bankruptcy in regard to the corporate property of the association does not involve a declaration of bankruptcy in regard to the private property of the associates.

The decision in regard to the opening of bankruptcy must not contain the names of the members who are jointly and severally liable.

F. Foreign Office Correspondence.

I. *Industrial Questions.*

States of the Zollverein.

As soon as the bankruptcy proceedings are ended, the creditors have the right to recover their claims (only in so far, however, as they were put in and verified during the bankruptcy proceedings, but inclusive of interests and costs) on the private property of the individual associates.

PART VI.—*Of the Limitation of Claims against Associates.*

§ 54. The limitation of claims against an associate for debts incurred by the association during membership comes into force two years after the dissolution of the association, or after the date of his quitting the association or being excluded from it, in so far as the peculiar character of the claim does not involve a shorter period.

The two years are reckoned from the day on which the dissolution of the association was entered on the register, or the cessation of membership was notified to the Tribunal of Commerce. If the claim became only due after this date the time is reckoned from the date at which such claim became due. If there remain undistributed assets, the two years' limitation cannot be enforced against the creditor in so far as he founds his claim only on the corporate property of the association.

§ 52. The limitation in favour of a member who has quitted it or been excluded is not interrupted by legal proceedings undertaken against another member of the association, but by legal proceedings undertaken against the still existing association.

The limitation in favour of a member of the association who belonged to it at the time of dissolution is not interrupted by legal proceedings undertaken against the liquidators or the bankruptcy.

§ 53. The limitation runs likewise against minors and persons under guardianship, as well as against corporations which legally enjoy the rights of minors, without admittance of the *restitutio in integrum*, but with the proviso of redress against the guardians and administrators.

Concluding Provisions.

§ 54. The Commercial Tribunal holds the managing body to the observance of §§ 4, 16, 17, 22, 24, 25, 32, 35, 40, by the infliction of fines and penalties, as provided in § 5 of the introductory portion of the General German Commercial Code of 24th June 1861.

Inaccuracies in the notices given by the managing body are to be fined 20 thalers.

§ 56. Section 55 does not exclude more rigorous measures if they are enjoined by other laws.

§ 57. The registrations take place free of cost. The details respecting the way in which the registers shall be kept will be given in a general instruction, to be drawn up by the ministers for commerce, industry, and public works, and justice.

The ministers aforesaid are charged with the enforcement of the present law.

II. Reports respecting Trades Unions, &c., Abroad.

II. *Trades Unions abroad.*

Belgium.

BELGIUM.

No. 1.

Lord Howard de Walden to Lord Stanley.

(Extract.)

ASSOCIATIONS have occasionally been formed among the workmen with a view of maintaining and increasing the rate of wages, but up to the present moment they partake of no political character, and are not affected by any legislative provision. Freedom of association is assured by the Belgian Constitution.

There are but five or six so-called co-operative societies in Belgium, formed on the plan of the popular German banks, and a few associations modelled on the Pioneer Society at Rochdale.

As these societies are of recent formation, it is not possible, as yet, to judge of their results in a co-operative point of view.

No. 2.

EXTRACTS from a work entitled "De l'Etat de l'Industrie et du Commerce en Belgique, et des Institutions qui s'y rattachent:" par M. J. Clerfeyt, Attaché au Ministère de l'Interieur.

Sociétés de Secours Mutuels.

LA loi sur les sociétés de secours mutuels est du 3 Avril 1851. Nous avons déjà fait connaître son but, ainsi que les avantages qu'elle procure aux sociétés reconnues;* nous nous bornerous donc ici à exposer les résultats obtenus durant la période de 1852 à 1860.

Les associations dont nous avons à nous occuper sont:

1. Les sociétés de secours mutuels reconnues.

2. Les sociétés de secours mutuels qui, sans être reconnues, envoient annuellement, à titre officieux, leurs comptes à l'autorité administrative.

3. Les sociétés pour l'achat de provisions d'hiver reconnues.

4. Les sociétés de même genre non reconnues et qui communiquent également leurs comptes annuels.

Au 31 Décembre 1860 le nombre total de ces associations s'élevait à 91, et elles comptaient 19,796 membres. Le Gouvernement a ordonné une enquête sur les associations de prévoyance existantes en Belgique au 31 Décembre 1861; les renseignements, encore incomplets, qui lui sont parvenus, se rapportent à 291 sociétés, dont 230 comptent environ 45,000 membres effectifs; en 1850 le nombre total des sociétés était de 211, et celui des affiliés de 24,367. Il ressort à l'évidence de la comparaison de ces chiffres que l'esprit d'association va se développant dans notre pays; il en résulte, d'autre part, que la Loi du 3 Avril 1851, n'a pas été sans produire quelque fruit, puisqu'elle a eu pour effet de mettre l'administration en relation plus ou moins directe avec le tiers environ des associations actuellement connues.

Avant d'entrer dans d'autres détails, nous rappellerons que les sociétés de secours mutuels ont pour principal objet d'assurer à leurs membres des secours temporaires en cas de maladie, de blessures ou d'infirmités. Ces secours comprennent, d'une part, les soins du médecin ou du chirurgien, les médicaments, &c.; d'autre part, un secours pécuniaire. La plupart des sociétés pourvoient, en outre, aux funérailles de leurs membres décédés, et, lorsque leurs ressources le permettent, elles accordent à la veuve ou aux enfants du défunt un ou plusieurs secours temporaires; la Loi du 3 Avril 1851 leur défend de promettre des pensions viagères, l'expérience ayant démontré que ces pensions dépassent les limites de leurs ressources. Certaines sociétés ont pris des mesures pour l'affiliation de leurs membres à la caisse générale de retraite; mais comme les membres les plus jeunes peuvent seuls, avec leurs économies et l'appui que leur assure l'association, se créer des pensions de retraite, ces sociétés ont eu soin, en même temps, de constituer un fonds de secours en faveur de ceux de leurs membres déjà trop âgés pour se procurer des rentes suffisantes à la caisse de retraite.

A peu d'exceptions près, les sociétés de secours mutuels admettent des membres honoraires ou protecteurs, et leurs statuts stipulent que les membres effectifs seuls participent aux avantages de l'association. Leurs ressources se composent du produit des cotisations des membres effectifs et des membres honoraires; du produit des amendes encourues dans les cas prévus par les statuts, et des droits d'entrée exigés des membres nouvellement admis; des subventions éventuelles de l'Etat, de la province et de la commune; des dons et legs faits à la société; enfin, des intérêts des fonds placés.

Les cotisations des membres effectifs se payent communement par semaine, rarement par mois, et elles varient dans le premier cas, de 6 à 30 centimes, et dans le second de 50 centimes à 2 francs.

Les subventions accordées par l'Etat n'ont pas, jusqu'ici, dépassé le taux de 300 francs; elles ont eu exclusivement pour objet d'aider des associations nouvellement reconnues à couvrir leurs frais de premier établissement.

A la suite de la Loi du 3 Avril 1851, est intervenu l'Arrêté Royal du 12 Mai, qui a chargé une Commission Permanente de s'occuper des questions relatives à l'exécution de la loi. Cette Commission est consultée sur tout ce qui intéresse les sociétés de secours mutuels, et notamment sur les demandes en reconnaissance légale. Elle adresse chaque année au Ministre de l'Intérieur un rapport contenant l'exposé des opérations faites par les diverses sociétés que nous avons indiquées plus haut.

C'est à ces comptes-rendus que nous empruntons les renseignements qui vont suivre:

1. *Des Sociétés de Secours Mutuels reconnues.* — Au 31 Decembre 1852 neuf sociétés avaient obtenu la reconnaissance légale. Ce nombre s'est ensuite accru d'année en année, et, au 31 Décembre 1859, on comptait 28 sociétés reconnues, mais dont 26 seulement avaient fonctionné. A la fin de 1860 le nombre s'en élevait à 35. Nos renseignements embrassent la période de 1852 à 1860 inclusivement.

Voici le tableau du nombre des membres, ainsi que des recettes et des dépenses de ces sociétés, durant cette période:—

* Voir le précédent Exposé de la Situation Administrative du Royaume, titre iii, chap. vii, p. 314 et suiv.

Années.	Nombre des Sociétaires.				Recettes.			Dépenses.						
	Membres Honoraires.	Membres Effectifs.		Total.	Cotisations des Membres Honoraires.	Cotisations des Membres Effectifs.	Total.	Secours pécuniaires accordés aux Malades.	Honoraires des Médecins.	Frais Pharmaceutiques.	Secours donnés aux Infirmes.	Frais de Funérailles.	Versements à la Caisse de Retraite.	Total.
		Hommes.	Femmes.											
					Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.
1852	210	949	131	1,080	1,761 0	9,994 1	19,477 56	4,674 30	1,927 34	2,010 76	199 0	138 38	756 96	11,388 16
1853	376	1,936	127	2,063	2,963 90	18,061 85	27,186 89	12,101 84	3,945 54	2,240 84	458 0	347 39	4,211 76	25,831 9
1854	530	2,525	161	2,686	5,283 50	25,953 31	40,538 83	19,168 63	4,151 58	4,456 30	497 65	552 57	1,374 43	35,021 9
1855	547	2,843	169	3,012	6,345 60	28,938 12	45,610 42	23,816 10	4,247 74	5,817 13	468 18	748 97	1,824 61	41,303 11
1856	602	3,403	172	3,575	7,443 60	33,990 99	53,306 74	23,667 1	4,287 65	6,698 75	387 0	593 97	1,631 49	42,839 97
1857	591	3,738	163	3,901	7,502 80	39,222 64	59,547 86	29,718 30	4,941 59	6,679 2	487 0	627 79	1,401 57	49,508 99
1858	582	4,266	170	4,436	6,964 0	42,091 34	60,466 93	29,510 10	6,341 22	6,445 34	617 6	1,272 70	1,303 14	52,911 73
1859	570	4,452	179	4,631	6,908 10	45,841 23	63,497 47	29,167 22	6,069 90	6,259 7	713 64	860 73	844 21	54,982 18
1860	726	5,403	164	5,567	7,241 15	54,191 65	80,097 59	32,096 58	7,045 41	6,821 29	1,060 60	1,083 72	1,416 80	58,418 76

Les subventions diverses accordées aux sociétés, soit par l'Etat, les provinces et les communes, soit par les hospices civils, se répartissent ainsi qu'il suit :—

	Fr. c.	
1852	1,050 0	
1853	1,400	0 à 4 sociétés.
1854	900	0 à 2 „
1855	1,200	0 à 3 „
1856	2,117	60 à 7 „
1857	1,200	0 à 3 „
1858	1,575	0 à 5 „
1859	2,537	19 à 4 „
1860	8,002	41 à 7 „

Ces subventions, de même que les cotisations payees par les membres protecteurs, sont, comme on peut le voir, des branches de ressources sujettes à de continuelles variations ; aussi ne cesse-t-on de recommander aux sociétés de ne compter jamais que sur leurs propres fonds, et d'établir leurs calculs sur des bases qui leur permettent de se passer de secours étrangers. On leur conseille encore de n'employer ceux-ci, le cas échéant, que pour constituer un fonds de réserve en faveur des vieillards, des veuves et des infirmes, et aussi pour parer aux nécessités extraordinaires dans les mauvais jours.

Les intérêts des fonds placés, à partir de 1853, se sont successivement élevés à 1,924 francs 59 centimes pour 1853 ; 2,226 francs 96 centimes pour 1854 ; 2,847 francs 15 centimes pour 1855 ; 2,933 francs 97 centimes pour 1856 ; 3,025 francs 19 centimes pour 1857 ; 3,614 francs 86 centimes pour 1858 ; 4,262 francs 64 centimes pour 1859 ; et 5,205 francs 3 centimes pour 1860.

Si l'on compare le total des recettes et des dépenses de chaque exercice, on trouve les résultats suivants :—

Excédant des Recettes sur les Dépenses.

	Fr. c.
1852	8,080 40
1853	1,355 80
1854	5,517 74
1855	4,307 0
1856	10,466 78
1857	10,039 13
1858	7,555 75
1859	8,514 70
1860	21,679 49

F.
FOREIGN OFFICE CORRESPONDENCE.

II. *Trades Unions abroad.*

Belgium.

Les différences que l'on remarque dans ces chiffres doivent être attribuées à diverses causes. Nous venons d'en indiquer une en signalant la valeur précaire de certaines articles de recettes ; d'autre part, la cherté des vivres dans certaines années et la multiplication des cas de maladies qui en est la suite ordinaire, ont naturellement influé sur le montant des dépenses. Il faut ajouter encore que les sociétés, n'administrent pas toujours leurs fonds avec une prévoyance irréprochable : c'est ainsi que quelques-unes d'entre elles, sans tenir compte des sages conseils qu'on ne cesse de leur donner, partagent chaque année entre leurs membres une partie plus ou moins importante de leurs ressources. Enfin, il est des associations qui, pour divers motifs, n'ont pas produit leurs comptes pour certains exercices.

Toutefois, ces circonstances n'ont pas influé d'une manière fâcheuse sur la situation générale des sociétés, car leur encaisse annuel n'a pas cessé d'augmenter, comme le prouve le relevé ci-après :—

Montant de l'encaisse des Sociétés à la fin de chaque Exercice.

	Fr. c.
1852	38,443 24
1853	59,189 51
1854	69,817 26
1855	75,480 18
1856	77,042 23
1857	86,956 69
1858	93,010 52
1859	116,462 32
1860	147,768 79

Pour faciliter les appréciations, nous donnons ci-dessous, toujours d'après les rapports de la Commission Permanente, la réduction en moyenne du chapitre des dépenses considérées au point de vue du nombre des malades, du nombre des journées de maladie, ainsi que des frais qui en sont résultés. En voici le tableau :—

Années.	Nombre.		Durée Moyenne des Maladies.		Nombre des Maladies sur 100 Sociétaires.	Moyenne des Secours Pécuniaires par Journée de Maladie.	Dépenses Totales pour le Service des Malades.*	Cotisation Moyenne des Membres Effectifs par Tête.	Moyenne des Dépenses.	
	Des Malades.	Des Journées de Maladie.	Par Malade.	Par Sociétaire.					Du Service des Malades par Sociétaire.	Y compris les Frais de Funérailles.
			Jours.	Jours		Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.
1852	235	5,427 1/3	23·00	5·33	23·00	0 86	8,612 40	9 25	7 97	8 60
1853	423	13,478 3/4	21·50	6·53	20·50	0 89	18,288 22	8 75	8 86	9 3
1854	733	15,111	20·61	5·62	27·29	1 26	27,776 51	9 65	10 34	10 54
1855	881	18,546 3/4	22·32	7·14	32·00	1 28	33,880 97	9 96	11 25	11 49
1856	980	19,952 3/4	20·36	5·58	27·41	1 18	34,653 41	9 80	9 69	9 86
1857	1,356	28,596	21·08	7·33	34·76	1 3	41,338 91	10 22	10 35	10 70
1858	1,407	28,667 3/4	20·37	6·46	31·74	1 3	42,296 66	9 74	9 53	9 82
1859	1,574	31,548 5/8	20·02	6·81	33·99	0 93	41,496 19	10 20†	8 96	9 15
1860	1,600	32,622 5/8	20·39	5·86	28·74	0 98	45,963 28	10 23	8 26	8 45

* Ce service comprend les secours pécuniaires, les honoraires médecins, les frais pharmaceutiques, les bains, ventouses et objets de pansement.
† Y compris le produit des amendes et des droits d'entrée qui s'élève, pour 1853 à 1,415 fr. 7 c.

2. Des Sociétés de Secours Mutuels non reconnues.—Le nombre de ces sociétés qui ont envoyé officieusement à l'administration le compte de leurs opérations annuelles, a été de 31, en 1852 ; de 30, en 1853 ; de 40, dans chacune des quatre années suivantes ; de 34, en 1858 ; et de 42, en 1859. Il n'est guère possible de donner un aperçu complet de leur situation, car, soit indifférence, soit prévention, ces associations ne fournissent, en général, que des documents très-défectueux. Les unes ne font pas connaître le nombre de leurs membres ; d'autres négligent d'indiquer celui des

malades et des journées de maladie ; d'autres encore se sont même quelquefois contentées de faire connaître le chiffre global de leurs recettes et de leurs dépenses.

Le tableau que nous présentons ci-dessous ne peut donc donner qu'une idée imparfaite des opérations de ces sociétés :—

Années.	Nombre des Sociétaires.				Recettes.			Dépenses.					
	Membres Honoraires.	Membres Effectifs. Hommes.	Membres Effectifs. Femmes.	Total.	Cotisations des Membres Honoraires.	Cotisations des Membres Effectifs.	Total.	Secours Pécuniaires accordés aux Malades.	Honoraires des Médecins.	Frais Pharmaceutiques.	Frais de Funérailles.	Versements à la Caisse de Retraite.	Total.
					Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.
1852	308	7,251	789	8,040	1,518 15	74,187 0	102,122 39	46,253 50	10,813 15	9,346 55	2,123 0	—	73,567 62
1853	150	6,462	1,298	7,760	607 0	87,918 94	116,679 90	53,036 12	13,609 75	12,440 74	1,862 51	486 62	87,495 31
1854	296	8,283	1,366	9,649	1,070 0	95,351 88	148,148 51	55,232 35	16,511 19	13,621 79	2,556 26	381 44	116,455 18
1855	278	10,637	1,175	11,812	1,231 87	99,665 57	129,608 10*	60,878 14	22,306 83	17,073 45	2,158 54	1,212 44	120,288 54
1856	383	8,241	1,204	9,445	2,034 10	147,841 75	204,309 25	111,928 63	23,104 73	27,267 20	1,994 14	168 84	200,504 62
1857	244	9,707	1,286	10,993	1,389 36	118,759 0	140,089 18	81,040 89	23,384 53	29,106 22	2,650 63	563 0	148,000 42
1858	333	9,201	1,354	10,555	1,260 34	110,610 54	144,387 20	66,673 30	23,184 93	28,302 37	2,618 66	—	130,074 18
1859	911	9,942	1,473	11,415	1,758 90	107,944 74	161,520 39	79,396 47	25,460 84	25,523 98	3,764 63	—	146,587 26
1860	379	9,308	1,681	10,989	1,545 20	103,109 19	202,074 70	73,769 18	21,554 4	22,699 29	2,066 7	—	159,536 28

F.
FOREIGN OFFICE CORRESPONDENCE.

II. *Trades Unions abroad.*

Belgium.

L'encaisse des sociétés a été successivement de :—

	Fr. c.
1852	71,423 8
1853	86,118 95
1854	99,517 93
1855	103,595 15
1856	84,803 58
1857	109,630 52
1858	86,707 17
1859	83,673 30
1860	81,447 68

En résumant les données du tableau ci-dessus, on trouve que les chiffres représentant les cotisations des membres effectifs et les dépenses du service des malades se groupent ainsi qu'il suit :—

Années.	Cotisations des Membres Effectifs.†	Service des Malades et Frais de Funérailles.
	Francs.	Francs.
1852	74,187	68,536
1853	87,919	82,949
1854	95,352	87,922
1855	101,056	102,417
1856	149,167	164,294
1857	116,727	136,182
1858	113,590	120,779
1859	110,682	133,146
1860	104,788	120,089

Si l'on recherche quel a été en moyenne, pour les sociétés qui nous ont permis de faire ce calcul, le montant par tête des cotisations des membres effectifs, on obtient les résultats suivants :—

	Fr. c.
1853	13 70
1854	11 21
1855	7 25*
1856	8 1
1857	8 17
1858	8 56
1859	8 32
1860	9 18

3. *Sociétés pour l'achat de provisions d'hiver reconnues.*— La Loi du 3 Avril 1851, a admis à la participation des avantages accordés aux sociétés de secours mutuels, les associations ayant pour but de faciliter aux associés l'accumulation de leurs épargnes, pour l'achat d'objets usuels, de denrées, &c.

Ces associations ont pris peu d'extension en Belgique ; aussi, le nombre de celles qui se sont fait reconnaître est-il fort restreint ; on en compte en tout sept.† 3 d'entre elles ont fonctionné en 1853 ; 2 seulement en 1854 et en 1855 ; 3 en 1856 ; 4 en 1857 ; 3 en 1858 ; autant en 1859 et 1860. La cotisation payée par les membres effectifs, dans ces sociétés, varie de 10 centimes à 2 francs par semaine.

Voici le résumé de leurs opérations annuelles :—

Années.	Nombre des Membres.		Recettes.			Dépenses.		Montant de l'Encaisse à la fin de chaque Exercice.
			Cotisations des Membres.		Total Général des Recettes.	Montant de l'Achat des Denrées.	Total Général des Dépenses.	
	Honoraires.	Effectifs.	Honoraires.	Effectifs.				
			Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.
1853	160	721	579 80	19,533 76	24,597 92	24,488 43	25,911 73	197 29
1854	69	271	219 50	6,384 88	7,247 85	6,653 70	7,363 4	184 64
1855	170	604	1,035 0	11,653 67	15,675 65	13,835 72	14,114 96	3,154 18
1856	425	993	3,003 0	16,519 99	22,556 42	17,238 89	20,873 81	4,958 42
1857	346	895	2,413 0	15,496 5	19,665 64	18,222 94	19,092 70	6,121 75
1858	303	574	1,420 50	9,255 59	12,213 99	10,974 8	11,495 65	6,322 47
1859	240	586	1,927 25	10,324 78	13,933 26	12,773 76	13,209 41	6,709 45
1860	234	720	1,889 0	12,260 76	16,503 25	15,813 17	16,343 83	6,359 78

4. *Sociétés pour l'achat de provisions d'hiver non reconnues.*—Les reseignements que l'administration a recus chaque année de ces sociétés peuvent être considérés comme complets.

Le Tableau ci-près en offre le résumé :—

Années.	Nombre des Sociétés qui ont communiqué leurs Comptes.	Nombre de leurs Membres.		Recettes.			Dépenses.		Montant de l'Encaisse à la fin de chaque Exercice.
				Cotisations des Membres.		Total Général des Recettes.	Montant de l'Achat des Denrées.	Total Général des Dépenses.	
		Honoraires.	Effectifs.	Honoraires.	Effectifs.				
				Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.	Fr. c.
1853	14	1,002	2,610	6,933 5	36,417 12	49,931 84	49,549 72	49,893 66	2,889 46
1854	13	631	2,828	4,639 27	43,041 17	56,100 86	55,546 1	55,835 58	2,961 29
1855	15	1,529	5,269	9,364 99	102,160 59	130,603 14	123,571 16	126,457 62	3,765 64
1856	16	1,511	4,335	8,493 9	62,948 17	85,715 45	79,705 41	81,504 11	8,363 47
1857	12	1,237	4,049	7,534 79	55,411 96	69,384 39	69,098 11	70,642 76	4,822 31
1858	11	541	2,248	3,510 45	29,133 75	38,269 88	37,196 36	37,308 26	1,484 88
1859	12	1,099	2,535	6,317 21	35,180 63	46,593 17	43,718 91	49,949 74	2,061 84
1860	12	1,038	2,520	5,549 87	42,238 65	52,485 66	51,559 63	52,912 31	2,089 35

* Plusieurs sociétés jouissant de fortes recettes n'ont pas envoyé leurs comptes pour 1855.

† Y compris les amendes et droits d'entrée.

* A partir de 1855, on a opéré avec le produit des cotisations augmenté de celui des amendes et des droits d'entrée.

† Par suite de la dissolution du Cercle Philanthropique de Gand, en 860, ce nombre a été réduit à 6.

Dans la plupart des sociétés pour l'achat de provisions d'hiver, les cotisations ne sont perçues que pendant six mois de la bonne saison. Plusieurs de ces associations étendent leurs opérations à l'achat d'objets de vêtement, d'sutensiles de ménage, &c. En général, elles distribuent à prix réduit les denrées achetées pour l'hiver, et il arrive fréquemment par là que leurs dépenses excèdent leurs ressources.

Coalitions Industrielles.

En Belgique, toute coalition ou concert préalable, ayant pour but, soit de faire baisser abusivement les salaires, soit de suspendre d'empêcher ou d'enchérir le travail, est prohibée d'une manière absolue.

La coalition entre patrons, pour forcer injustement et abusivement l'abaissement des salaires, suivie d'une tentative ou d'un commencement d'exécution, est, aux termes de l'Article 414 du Code Pénal, punie d'un emprisonnement de six jours à un mois, et d'une amende de 200 à 5,000 francs.

L'Article 415 punit d'un emprisonnement d'un mois au moins et de trois mois au plus, lorsqu'il y a eu tentative ou commencement d'exécution, toute coalition de la part des ouvriers pour faire cesser en même temps de travailler, interdire le travail dans un atelier, empêcher de s'y rendre et d'y rester avant ou après certaines heures. D'après l'Article 416, la même peine est encourue par les ouvriers qui auront prononcé des amendes, des défenses, des interdictions, ou toutes proscriptions sous le nom de damnations, et sous quelque qualification que ce puisse être, soit contre les directeurs d'ateliers et entrepreneurs d'ouvrages, soit les uns contre les autres. Dans l'un ou l'autre des cas prévus par les Articles 415 et 416, les chefs ou moteurs sont punis d'un emprisonnement de deux à cinq ans. Ils peuvent, de plus, après l'expiration de leur peine, être mis sous la surveillance de la haute police pendant deux ans au moins et cinq ans au plus.

La Chambre de Commerce de Mons ayant, dans le courant de 1859, demandé la réforme de la législation relative aux délits de coalition, le Gouvernement fit ouvrir une enquête dans laquelle furent entendues les Chambres de Commerce. La majorité de ces colléges se prononça pour l'abrogation de cette législation. Trois Chambres seulement se montrèrent favorables à son maintien. Dans le sein d'une dernière Chambre, les opinions divergentes ayant rencontré un nombre égal de voix, il n'y a pas eu de décision dans un sens ni dans l'autre.

Consulté par le Gouvernement sur la question des coalitions, le Conseil Supérieur de l'Industrie et du Commerce a émis l'avis qu'il y avait lieu d'abroger les Articles 414, 415, et 416 du Code Pénal, et de ne comminer des pénalités que contre les coalitions qui sont accompagnées de violences ou d'autres infractions, qui sont faites contrairement à des contrats, ou qui tendent à porter atteinte à la liberté du travail.

On ne peut se dissimuler, en effet, que, dans ses Articles précités, la Loi Pénale n'ait confondu deux faits essentiellement distincts; la résolution concertée de ne vendre ou de n'acheter une marchandise qu'à certaines conditions, puis la contrainte exercée pour imposer cette résolution concertée à des personnes restées étrangères à la délibération. Or, le premier de ces deux faits est essentiellement licite. Le droit de propriété emporte nécessairement pour tout citoyen le droit de régler comme il l'entend le prix de son travail ou du produit de ce travail. L'exercice de ce droit, légitime pour chacun de nous isolément, ne saurait rationnellement donner lieu à un délit, par ce fait même qu'il est concerté entre plusieurs. Tel est cependant le caractère que donne à cet accord le Code Pénal; celui-ci, en traitant différemment la coalition entre les maîtres et la coalition entre les ouvriers, sanctionne une double injustice. D'une part, il réprime la coalition des ouvriers tendant à la hausse des salaires, quelque légitimes que leurs prétentions puissent être; d l'autre, il ne réprime la coalition des maîtres, tendant à la baisse des salaires, qu'autant que la coalition ait lieu injustement et abusivement. Pour les ouvriers seuls, le fait de se réunir, de s'entendre, de s'associer, est punissable, alors même qu'il n'y a pas de manifestation extérieure; les violences ne sont, dans le système de la Loi Pénale de 1840, qu'une circonstance aggravante du délit. Il n'y a évidemment pas lieu de punir ce fait; proscrire la coalition simple, le seul accord des volontés, en l'absence de tout acte qui tendrait à imposer à ceux qui n'ont point pris part à la délibération, la résolution concertée, c'est-à-dire, empêcher l'exercice du droit d'association appliqué à certains intérêts matériels, est une injustice que les représentants légaux du commerce et de l'industrie Belges voudraient, avec raison, voir disparaître de nos Codes. Il leur a semblé, au contraire, qu'il y avait lieu de punir le fait de coalition, lorsqu'il entraine avec lui l'emploi de menaces, de violences, ou de tous autres moyens d'intimidation, ou qu'il a lieu en violation des contrats.

La Chambre des Représentants, en séance du 30 Mars 1860, s'est prononcée pour le même système.

No. 3.

Lord Howard de Walden to Lord Stanley.—(Received April 10.)

MY LORD, Brussels, April 9, 1867.

I HAVE the honour to acknowledge the receipt of your Lordship's despatch of the 3rd instant, instructing me to furnish a full report on the working of trades unions in Belgium, as well as all information within my reach relative to the laws affecting combination of workmen, strikes, &c.

Although the present law of Belgium places no restriction whatever upon the formation of societies amongst workmen for the protection or advancement of their interests, the working classes have not hitherto availed themselves of the right of coalition. There are no trades unions or co-operative societies existing in Belgium.

It is only recently, however, that the law has sanctioned the right of workmen to coalesce with a view to enhance the price of labour. Until last year all organized attempts on the part of workmen to raise the price of labour, as well as all attempts on the part of employers unduly to bring about a reduction of the rate of wages, were forbidden and punishable by the following Articles (414 and 415) of the Penal Code:

"Art. 414. Toute coalition entre ceux qui font travailler des ouvriers, tendant à forcer injustement et abusivement l'abaissement des salaires, suivie d'une tentative ou d'un commencement d'exécution, sera punie d'un emprisonnement de six jours à un mois, et d'une amende de 200 à 3,000 francs.

"Art 415. Toute coalition de la part des ouvriers pour faire cesser en même temps de travailler, interdire le travail dans un atelier, empêcher de s'y rendre et d'y rester avant ou après de certaines heures, et en général pour suspendre, empêcher, enchérir les travaux, s'il y a eu tentative ou commencement d'exécution, sera puni d'un emprisonnement d'un mois au moins et de trois mois au plus.

"Les chefs ou moteurs seront punis d'un emprisonnement de deux ans à cinq ans."

The above stringent Articles of the Penal Code were repealed by a law (a copy of which is annexed), which only came into operation on the 31st of May last.

The substance of this law is contained in the following Article:—

"Art. 2. Sera puni d'un emprisonnement de huit jours à trois mois et d'une amende de 26 francs à 1,000 francs, ou de l'une de ces deux peines seulement, toute personne qui, dans le but be forcer la hausse ou la baisse des salaires, ou de porter atteinte au libre exercice de l'industrie ou du travail, aura commis de violences, proféré des injures ou des menaces, prononcé des amendes, des défenses, des interdictions ou toute proscription quelconque, soit contre ceux qui travaillent, soit contre ceux qui font travailler.

"Il en sera de même de tous ceux qui par des rassemblements près des établissements où s'exerce le travail, ou près de la demeure de ceux qui le dirigent, auront porté atteinte à la liberté des maîtres et des ouvriers."

The new law, it will be seen, does away altogether with the invidious distinction drawn by the Penal Code between combinations of employers and combinations of workmen, and removes all legal impediments to the full exercise of the right of coalition by either employers or workmen. The penalties imposed under this law are solely directed against attempts to fetter or control the liberty of others by means of intimidation or by actual violence.

There are a few associations in Belgium of the nature of benefit societies, for the relief of their members in case of sickness and old age, but these cannot be established without the permission of the Government, and without having submitted their proposed statutes for official sanction. The burgomaster, or a member of the municipal council of the place which may be the seat of the association, has a right to assist at the meetings, and every year the association is required to render to the municipal council an account of its receipts and expenditure during the preceding year.

In cases of dispute between masters and operatives, the Council of Prud'hommes often renders valuable services in a conciliatory sense. This institution seems to be well received, and to work well.

Your Lordship will find a copy of the laws under which these councils are established, and their attributes defined, and which derive their origin from the "Code Napoléon," in page 29 of the work entitled "Code Industriel."*

* "Code Industriel, ou Recueil des Lois et Dispositions concernant l'Exercice de l'Industrie, suivi d'un Formulaire." Brussels, Bruylant-Christophe et Cie., editeurs, Place Saint-Jean, 12. 1857.

F. FOREIGN OFFICE CORRESPONDENCE.

II. *Trades Unions abroad.*

Belgium.

In page 232 of that work your Lordship will find copies of the laws under which are organized the "Sociétés de Secours Mutuels."

In respect to the names of persons competent to give information on the above subjects, I shall mention M. Warocque, coal mine proprietor at Marimort: M. Dorlodot, ironmaster, near Charleroy; and M. Fortamps, governor of the bank.

I have, &c.
(Signed) HOWARD DE WALDEN AND SEAFORD.

Enclosure in No. 3.

Extract from the "Moniteur Belge," of June 11, 1866.

Ministère de la Justice.

LOI PORTANT des Peines contre les Infractions relative à l'Industrie, au Commerce et aux Enchères Publiques, et abrogeant les Articles 412 à 420 du Code Pénal.

LEOPOLD II., Roi des Belges, à tous présents et à venir, salut.

Les Chambres ont adopté et nous sanctionnons ce qui suit:

Article 1. Celui qui aura méchamment ou frauduleusement communiqué des secrets de la fabrique dans laquelle il a été ou est encore employé, sera puni d'un emprisonnement de trois mois à trois ans et d'une amende de 50 francs à 2,000 francs.

Art 2. Sera puni d'un emprisonnement de huit jours à trois mois et d'une amende de 26 francs à 1,000 francs, ou de l'une de ces deux peines seulement, toute personne qui, dans le but de forcer la hausse ou la baisse des salaires, ou de porter atteinte au libre exercice de l'industrie ou du travail, aura commis des violences, proféré des injures ou des menaces, prononcé des amendes, des défenses, des interdictions ou toute proscription quelconque, soit contre ceux qui travaillent, soit contre ceux qui font travailler.

Il en sera de même de tous ceux qui, par des rassemblements près des établissements où s'exerce le travail, ou près de la demeure de ceux qui le dirigent, auront porté atteinte à la liberté des maîtres et des ouvriers.

Art. 3. Tous ceux qui, par des moyens frauduleux quelconques, auront opéré la hausse ou la baisse du prix des denrées ou marchandises ou des papiers et effets publics, seront punis d'un emprisonnement d'un mois à deux ans et d'une amende de 300 francs à 10,000 francs.

Art 4. Tout commandant des divisions militaires, des provinces ou des places et villes, tout gouverneur ou commissaire d'arrondissement, qui aura, dans l'étendue des lieux où il a le droit d'exercer son autorité, pratiqué de pareilles manœuvres ou qui y aura participé, soit ouvertement, soit par des actes simulés ou par interposition de personnes, encourra, indépendamment des peines prononcées par l'Article précédent, l'interdiction des droits énoncés aux trois premiers numéros de l'Article 42 du Code Pénal de 1810.

Art 5. Ceux qui, par attroupement et par violences ou menaces, auront troublé l'ordre public dans les marchés ou les halles aux grains, avec le dessein de provoquer le pillage ou seulement de forcer les vendeurs à se dessaisir de leurs denrées à un prix inférieur à celui qui résulterait de la libre concurrence, seront punis d'un emprisonnement de trois mois à deux ans.

Les chefs ou moteurs seront punis d'un emprisonnement de six mois à trois ans et placés sous la surveillance spéciale de la police pendant cinq ans au moins et dix ans au plus.

Art. 6. Les personnes qui, dans les adjudications de la propriété, de l'usufruit ou de la location des choses mobilières ou immobilières, d'une entreprise, d'une fourniture, d'une exploitation ou d'un service quelconque, auront entravé ou troublé la liberté des enchères ou des soumissions, par violences ou par menaces, soit avant, soit pendant les enchères ou les soumissions, seront punies d'un emprisonnement de quinze jours à six mois et d'une amende de 100 francs à 3,000 francs.

Art. 7. Les Articles 412 à 420 du Code Pénal de 1810 sont abrogés.

Promulguons la présente loi, ordonnons qu'elle soit revêtue du sceau de l'Etat et publiée par la voie du "Moniteur."

Donné à Bruxelles, le 31 Mai 1866.

(Signé) LEOPOLD.

Par le Roi:
Le Ministre de la Justice,
(Signé) JULES BARA.

Scellé du sceau de l'Etat:
Le Ministre de la Justice,
(Signé) JULES BARA.

FRANCE.

France.

No. 4.

Mr. Fane to Lord Stanley, March 31, 1867.
(See *ante*, page 152.)

No. 5.

Earl Cowley to Lord Stanley, April 23, 1867.
(See *ante*, page 158.)

RUSSIA.

Russia.

No. 6.

Sir A. Buchanan to Lord Stanley.—(Received April 15.)

MY LORD, St. Petersburgh, April 10, 1867.

WITH reference to your Lordship's despatch of the 3rd instant on the subject of trades unions, I have the honour to inform you that no combinations of workmen exist in this country for the purpose of regulating the price of labour employed for mining or manufacturing purposes.

Where, however, the property of the emancipated peasantry is held by the commune, and not by each peasant as a freehold, a system existing in many parts of Russia, and which Mr. Miliatine and his party were anxious to introduce into all the provinces of the empire, the great proprietors complain that both rents and the price of labour are dependent upon the will of the majority of the communes, and that individual peasants dare neither farm lands nor work for landlords except on terms prescribed by the commune, which in the case of rents are so low, and in that of labour so high, that large tracts have in consequence been allowed to go out of cultivation. I am assured, however, that this evil is not yet so general as to have been brought officially before the notice of the Government.

I have, &c.
(Signed) ANDREW BUCHANAN.

NETHERLANDS.

Netherlands.

No. 7.

Mr. Ward to Lord Stanley.—(Received April .)

MY LORD, The Hague, April 26, 1867.

I DULY communicated to Count de Zuylen de Nyevelt your Lordship's despatch of the 3rd instant, and have now the honour to transmit a copy of his Excellency's reply, together with copies and translations of the several documents therein referred to.

Your Lordship will observe that, with the exception of the law of April 22, 1855, there would appear to have been no legislation in this country on the subject of combinations of workmen, trades unions, &c., supplemental to that contained in the "Code Napoléon," which is still the statute law of the Netherlands. I may add, however, that Mr. Thurlow is engaged in collecting materials for a report on this subject, but that, owing to the indisposition of the working classes of this country to combine for social or trade purposes, it is little likely that the materials he may be enabled to collect will throw much additional light on the working of such societies or the laws by which they are controlled.

I have, &c.
(Signed) WILLIAM R. WARD.

Enclosure 1 in No. 7.

Count Zuylen de Nyevel to Mr. Ward.

La Haye, le 24 Avril 1867.

LE Soussigné, &c., a l'honneur de porter à la connaissance de M. Ward, &c., en réponse à sa note du 8 de ce mois, qu'indépendamment du droit commun, les associations d'ouvriers sont encore régies dans les Pays-Bas par les Articles 415 and 416 du Code Pénal (modifiés en France par la Loi du 25 Mai 1864). La liberté du droit de réunion et d'association, assurée à tous les citoyens par l'Article 10 de la Constitution et l'Article 1 de la Loi du 22 Avril 1855 (Journal Officiel, No. 32), s'applique du reste, sans restrictions et sans dispositions préventives, aussi aux ouvriers. Ce n'est que quand une réunion de ce genre est déjà établie que l'autorité compétente peut rechercher jusqu'à quel point la participation á ses travaux peut être permissible, soit en vertu des dispositions générales des Articles 2 à 4 de la loi précitée, soit en vertu des Articles prérappelés du Code Pénal. Quant à la person-

nification civile et à l'obtention des droit de corporations, les associations d'ouvriers sont soumises aux règles générales des Articles 5 et suivants de la Loi de 1855 et des Articles 1691 et suivants du Code Civile. C'est par ce motif que le Gouvernement ne connait officiellement de ces associations que celles qui usent de la faculté qu'elles ont de demander à être reconnues. Cette demande n'a été faite du reste que par quelques associations ayant pour objet l'amélioration matérielle ou morale du sort des ouvriers en général, ou d'une espèce d'ouvriers en particulier. En ce qui concerne les associations commerciales (" trades unions "), celles-ci sont régies par les dispositions du Code de Commerce Néerlandais relatives aux sociétés (livre I., titre 3), aux sociétés d'assurance mutuelle (Article 286), et aux armateurs (livre II., titre 2). De toutes ces espèces de sociétés, la société anonyme est seule soumise à une surveillance préventive (Article 36).

Le Soussigné, &c.

(Signé) Zuylen de Nyevelt.

Enclosure 2 in No. 7.

Articles 415 and 416 of " Code Napoléon " (Penal).

Article 415. Toute coalition de la part des ouvriers pour faire cesser en même temps de travailler, interdire le travail dans un atelier, empêcher de s'y rendre et d'y rester avant ou après de certaines heures, et en général pour suspendre, empêcher, enchérir les travaux, s'il y a eu tentative ou commencement d'exécution, sera puni d'un emprisonnement d'un mois au moins et de trois mois au plus.

Les chefs ou moteurs seront punis d'un emprisonnement de deux ans à cinq ans.

Art. 416. Seront aussi punis de la peine portée par l'Article précédent et d'après les mêmes distinctions, les ouvriers qui auront prononcé des amendes, des défenses, des interdictions, ou toutes proscriptions sous le nom de damnations et sous quelque qualification que ce puisse être, soit contre les directeurs d'ateliers et entrepreneurs d'ouvrage, soit les uns contre les autres.

Dans le cas du présent Article et dans celui du précédent, les chefs ou moteurs du délit pourront, après l'expiration de leur peine, être mis sous la surveillance de la haute police pendant deux ans au moins et cinq ans au plus.

Enclosure 3 in No. 7.

Article 10 of the " Constitution " of the Kingdom of the Netherlands.

Les habitants ont le droit de s'associer et de s'assembler.

La loi régle et limite l'exercice de ce droit dans l'intérêt de l'ordre public.

Enclosure 4 in No. 7.

Articles 1, 2, 3, 4, 5, 6, and 7 of the Law of April 22, 1855.

(*Translation.*)

Article 1. For the establishment of an association no authorization is necessary.

Art. 2. Associations contrary to public order are forbidden.

Art. 3. Every association is held to be contrary to public order which has for its object—

1. Disobedience to or violation of a lawful regulation.

2. Attacking or corrupting public morals or good manners.

3. Disturbance of the exercise of justice in any way.

Art. 4. Taking part in a forbidden association, even if it is not specially prohibited in the Penal Code, will be punished in the case of " chefs " or " moteurs " with imprisonment from one to six months, and a fine of from 50 to 200 guilders (one or other or both of these punishments); and in the case of the rest of the associates, with imprisonment of from three days to two months, and a fine of from 5 to 100 guilders (one or other or both of these punishments).

Art. 5. No association, except such as is established by the Constitution or other laws, can be regarded as a legally constituted body, unless acknowledged by special law or our recognition.

All associations established for an unlimited time, or for more than 30 years, which desire to be regarded as legally constituted bodies, require an acknowledgment by law.

Such associations as are established for a period less than 30 years may be recognized by us.

Art. 6. The recognition takes place by approval of the statutes or regulations of the association.

The statutes or regulations include the object, the principles, the operation, and the general scope and rules of the association.

Art. 7. Recognition will only be denied by us on grounds of public utility, interest, or advantage.

Refusal of recognition will be accompanied by the reasons for such decision.

Enclosure 5 in No. 7.

Articles 1691, 1692, and 1693 of " Code Napoléon " (Penal).

(*Translation.*)

Article 1691. All legally constituted bodies are, even as private individuals, qualified to perform the acts of citizens, bound to keep public order, and to submit themselves to the duties and formalities of a citizen.

Art. 1692. The " chefs " or " moteurs " of a corporate body are, provided nothing to the contrary is declared in the statutes to such society, empowered to act and perform in the name of that society, and are competent to sue and liable to be sued.

Art. 1693. All actions which the " chefs " or " moteurs " are competent to perform bind the corporate body in its individual capacity.

Enclosure 6 in No. 7.

Extracts from the " Code de Commerce du Royaume des Pays Bas."

Livre I.—*Du Commerce en Général.*

Titre III.—*Des Sociétés de Commerce.*

Section 1.—*Dispositions Générales.*

14. La loi reconnaît trois espèces de sociétés commerciales :—

La société en nom collectif;

La société par forme de versement d'argent, nommée aussi société en commandite;

La société anonyme.

15. Les contrats des sociétés commerciales se règlent par les conventions des parties, par les lois particulières du commerce et par le droit civil.

Section 2.—*De la Société en nom Collectif et de la Société en Commandite.*

16. La société en nom collectif est celle que contractent deux ou plusieurs personnes, et qui a pour objet de faire le commerce sous une raison sociale.

17. Chaque associé, qui n'en est pas exclu, a le droit d'agir au nom de la société, de recevoir et de payer pour elle, d'obliger la société envers des tiers, et réciproquement des tiers envers la société.

Cette disposition n'est pas applicable aux transactions étrangères aux affaires de la société, ni à celles qui sont interdites aux associés par le contrat.

18. Dans les sociétés en nom collectif, chaque associé est obligé solidairement pour les engagements de la société.

19. La société par versement d'argent ou en commandite se contracte entre une personne ou entre plusieurs associés responsables et solidaires, et une ou plusieurs autres personnes comme bailleurs de fonds.

Une société peut être ainsi à la fois société en nom collectif, à l'égard des associés en nom collectif, et société en commandite à l'égard du bailleur de fonds.

20. Sauf l'exception du second alinéa de l'Article 30, le nom d'un associé commanditaire ne peut faire partie de la raison sociale.

Cet associé ne peut faire aucun acte de gestion, ni travailler dans les affaires de la société, pas même en vertu d'une procuration.

Il n'est passible des pertes que jusqu'à concurrence des fonds qu'il a mis ou dû mettre dans la société, sans qu'il soit jamais tenu de rendre les profits dont il a joui.

21. En cas de contravention aux dispositions des premier et deuxième alinéa du précédent Article, l'associé commanditaire est obligé solidairement pour toutes les dettes et tous les engagements de la société.

22. Les sociétés en nom collectif doivent être formées par acte authentique ou sous seing-privé, sans que l'omission d'un acte puisse être opposée à des tiers.

23. Les associés en nom collectif sont tenus de faire inscrire l'acte sur les registres à ce destinés au greffe du tribunal d'arrondissement, dans le lieu ou les lieux où la société est établie, ou, à defaut de tribunal d'arrondissement, au greffe du juge de canton.

24. Cependant les associés en nom collectif sont libres de faire inscrire l'acte par extrait seulement, pourvu que cet extrait soit rédigé en forme authentique ou signé par tous les associés.

25. Toute personne peut prendre connaissance de l'acte inscrit ou de ses extraits, et en obtenir copie à ses frais.

F. FOREIGN OFFICE CORRESPONDENCE.

II. *Trades Unions abroad.*

Netherlands.

26. L'extrait mentionné dans l'Article 24 doit contenir:—
(1.) Les noms, prénoms, professions, et domiciles des associés en nom collectif;
(2.) La raison sociale, avec mention si la société est générale, ou bien si elle se borne à une branche spéciale du commerce, et dans ce dernier cas avec désignation de cette branche spéciale;
(3.) L'indication des associés qui sont exclus de la faculté d'employer la raison sociale;
(4.) L'époque où la société commence et celle où elle finira;
(5.) Et, en général, toutes les parties du contrat qui doivent servir à déterminer les droits des tiers envers les associés.

27. L'inscription devra être datée du jour auquel l'acte ou l'extrait aura été remis au greffe.

28. Les associés sont tenus en outre de faire publier un extrait de l'acte, selon la disposition de l'Article 26, tant dans le journal officiel que dans un journal du lieu ou des lieux où la société est établie, et à défaut d'un tel journal dans celui d'un lieu voisin.

29. Tant que cette inscription et la publication n'ont pas eu lieu, la société en nom collectif sera considérée à l'égard des tiers, comme générale pour toute affaire de commerce, comme contractée pour un tems illimité, et n'excluant aucun des associés du droit de gérer et de signer pour la raison sociale.

S'il existe une différence entre ce qui est inscrit et ce qui est publié, les dispositions qui auront été publiées dans le journal officiel et les papiers publics, aux termes de l'Article précédent, auront seules effet contre des tiers.

30. La raison sociale d'une société dissoute pourra, soit en vertu de la Convention, soit du consentement formel de l'ex-associé dont le nom faisait partie de la raison sociale, ou, en cas de décès, si les héritiers du défunt ne s'y opposent, être continuée par une ou plusieurs personnes, lesquelles doivent constater cette circonstance par un Acte qui sera inscrit et publié dans la forme prescrite par l'Article 23 et suivants, et sous la peine énoncée dans l'Article 29.

La disposition du premier alinéa de l'Article 20 n'est pas applicable au cas où l'associé sortant, d'associé en nom collectif, est devenue associé commanditaire.

31. La dissolution d'une société en nom collectif avant l'époque déterminée par le contrat, ou occasionnée par cession ou renonciation, sa continuation après l'expiration du terme fixé, ainsi que tous changements faits au contrat primitif qui concernent des tiers, sont soumis aux susdites inscription et publication dans les papiers publics.

Si cette annonce n'a pas eu lieu, la dissolution, la cession, la renonciation ou le changement ne pourront avoir d'effet contre des tiers.

Si l'on a négligé l'inscription et la publication en cas de continuation de la société, les dispositions de l'Article 29 sont applicables.

32. Lors de la dissolution d'une société, les associés qui avaient le droit d'en gérer les affaires, devront en opérer la liquidation, au nom de la même raison, à moins qu'il n'y ait stipulation contraire dans le contrat, ou que les associés (non compris les commanditaires) ne nomment ensemble, par tête et à la pluralité des voix, un autre liquidateur.

S'il y a partage de voix, le tribunal d'arrondissement disposera selon ce qu'il estimera le plus profitable à la société dissoute.

33. Si l'état de la caisse de la société dissoute ne suffit pas pour payer les dettes exigibles, ceux qui sont chargés de la liquidation feront un appel des fonds nécessaires, que chaque associé devra fournir pour sa part dans la société.

34. Les fonds dont la caisse de la société pourra se passer pendant la liquidation seront provisoirement partagés.

35. Après la liquidation et la dissolution, et à défaut de stipulation à ce sujet, les registres et documents ayant appartenu à la société dissoute, resteront déposés chez l'associé nommé à cet effet à la pluralité des voix, ou, en cas de partage, par le Juge de l'arrondissement, à la charge d'en laisser le libre accès aux associés ou à leurs ayants droit.

* * * * *

286. Les sociétés d'assurance mutuelle sont régis par leurs conventions et réglements, et en cas d'insuffisance, par les principes du droit. La prohibition mentionnée au dernier alinéa de l'Article 289 s'applique spécialement aussi à ces sortes de sociétés.

* * * * *

Livre II.—*Des Droits et Obligations qui résultent de la Navigation.*

Titre II.—*Des Propriétaires, co-Propriétaires, et Directeurs* (Boekhouders) *de Navires.*

320. Si deux ou plusieurs personnes, ayant des droits de propriété sur le même navire, en font usage en commun, il se forme une association dont les intérêts sont réglés entre les propriétaires du navire, à la pluralité des suffrages, en proportion de la part de chacun d'eux.

La plus petite part est comptée pour une voix, et le nombre de voix de chacun est fixé par la multiplication de la plus petite part.

321. Le propriétaire ou les co-propriétaires d'un navire, chacun en proportion de sa part, sont civilement responsables des faits et obligations du capitaine, pour tout ce qui est relatif au navire et à l'enterprise.

Cette responsabilité cesse par l'abandon du navire et du fret gagné ou à percevoir pour l'enterprise, à laquelle se rapportent les faits et obligations.

Cet abandon se fait par un acte devant notaire.

Chaque co-propriétaire est libéré de sa responsabilité par l'abandon de sa part, dans la forme ci-dessus mentionnée.

Si le propriétaire ou les co-propriétaires ont fait assurer leur intérêt dans le navire ou dans le fret, leur recours contre l'assurer n'est pas compris dans cet abandon.

322. Tout propriétaire ou co-propriétaire d'un navire est néanmoins personnellement responsable, en proportion de sa part, pour les frais de radoub du navire et autres faits par son ordre particulier ou par ordre de l'association.

323. Chaque co-propriétaire est tenu de contribuer à l'équipement du navire, en proportion de sa part, laquelle en répond.

324. Si un navire se trouve dans un port de relâche pour être radoubé, et que la majorité des co-propriétaires consente au radoub, la minorité est tenue d'y accéder ou de renoncer à ses parts en faveur de la majorité, qui est tenue de les accepter, moyennant la valeur estimée par experts.

325. Si la majorité des propriétaires se détermine à la dissolution de l'association et de la vente du navire, la minorité y est obligé. La vente doit être publique à moins que les propriétaires en soient convenus autrement à l'unanimité.

Cependant nulle association ne peut être dissoute durant un voyage entrepris.

326. Nul autre qu'un co-propriétaire ne peut être nommé directeur de l'association, si ce n'est du consentement unanime de tous les propriétaires.

Le directeur est révocable à volonté.

327. Le directeur représente tous les associés, et peut agir en leur nom, tant en justice qu'extrajudiciairement, en tant que cette faculté n'a pas été restreinte par le présent code ou par des conditions particulières expressément insérées au contrat d'association.

328. Il engage le capitaine et le congédie à volonté.

Si le capitaine a reçu son congé pour une cause légitime, il n'a aucun droit à une indemnité.

S'il a reçu son congé sans cause légitime, avant le commencement du voyage, il a droit aux journées durant le temps de son service; mais s'il a reçu son congé pendant le voyage, son loyer entier lui est dû avec les frais de retour, le tout à moins qu'il n'y ait convention contraire par écrit.

Les nêmes dispositions sont applicables au propriétaire et à l'association du navire.

329. Si le capitaine congédie est co-propriétaire du navire, il peut renoncer à la co-propriété et exiger le remboursement de la valeur de sa part, qui sera déterminée par des experts.

330. Le directeur a la direction entière de tout ce qu'exigent l'entretien, l'équipement, l'avitaillement et l'affrètement du navire.

331. Pour chaque nouveau voyage et pour chaque nouvel affrètement, le directeur a besoin du consentement des co-propriétaires ou de la majorité, à moins qu'un pouvoir plus étendu à cet égard ne lui soit accordé par le contrat d'association.

332. Il est responsable envers les co-propriétaires de tous les frais, dommages, et intérêts qu'ils éprouvent par sa faute ou son infidélité. Sa part dans le navire y est affectée par préférence.

333. Le directeur ne peut faire assurer le navire sans l'autorisation expresse de tous les co-propriétaires.

384. Il est tenu de faire assurer les frais du radoub fait pendant le voyage, à moins que le capitaine n'ait emprunté à la grosse pour le montant des frais du radoub.

335. Il oblige par ses faits et obligations tous les co-propriétaires, en proportion de leurs parts; mais ceux-ci peuvent aliéner leur part dans le navire et le fret déjà gagné ou à percevoir pour l'expédition à laquelle les faits ont rapport dans la forme prescrite par l'Article 321, sans être tenu à quelque chose de plus.

336. Tous les co-propriétaires sont personnellement obligés, en proportion de leur part, pour les réparations ou

autres frais ordonnés par le directeur, s'il en a été spécialement chargé, ou s'il en a averti l'association.

Les expressions générales de contrat d'association ne sont pas considérées comme un mandat particulier ni comme un avertissement.

337. Le directeur est tenu de donner à chaque co-propriétaire, sur sa demande, des renseignements et ouvertures en ce qui concerne le navire, le voyage, et l'équipement, et de représenter tous les registres, lettres, et documents, ainsi que tout ce qui est relatif à sa gestion.

338. Il est tenu, après chaque voyage, de rendre compte de sa gestion aux co-propriétaires et à chacun d'eux, sur sa demande, tant pour ce qui concerne l'état général du navire et de l'association, qu'à l'égard du voyage fini, en leur représentant tous les documents à l'appui y relatifs. Il est obligé de leur payer de suite la solde qui leur revient.

339. Chaque co-propriétaire est tenu d'ouïr et de clore les comptes du directeur, et de payer au directeur sa quote-part dans la solde que pourrait lui revenir.

340. L'approbation des comptes du directeur, donnée par la majorité, n'empêche pas la minorité de faire valoir ses droits.

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Section 3.—*De la Société de Commerce Anonyme.*

36. La société anonyme n'a pas de raison sociale; elle n'est pas désignée par le nom d'un ou de plusieurs des associés, mais elle est seulement qualifiée par l'objet de son entreprise commerciale.

Avant de pouvoir l'établir, l'acte constitutif ou son project doit être envoyé au Roi, afin d'obtenir son autorisation.

La même autorisation royale est requise pour chaque changement dans les conditions, et pour la continuation de la société.

Denmark.

DENMARK.

No. 8.

Mr. Ford to Lord Stanley.—(Received April 29.)

My Lord, Copenhagen, April 25, 1867.

In reply to your Lordship's despatch of the 3rd instant, instructing me to report on the working of trades unions which may exist in Denmark, I have the honour to inform your Lordship that no such unions are met with in this country.

Associations of workmen are formed, the sole object of which is to raise funds for the relief of the sick and infirm members, and for the payment of the burial expenses of those who die.

Strikes amongst the workmen for higher wages are of very unusual occurrence in Denmark.

The only instance of one that has come to my knowledge, took place last year on the part of the carpenters and bricklayers of this city, who struck for a daily increase of 4*d.* wages, to which demand the masters refused to accede. At the expiration of six weeks the private resources of the men were exhausted and they gradually returned to their occupations at their former rate of wages, and the masters subsequently, and of their own free will, conceded to them an increase of 2*d.* a day.

The present wages received by these classes of artizans in Copenhagen is 2*s.* 7*d.* daily.

I find an impression prevails amongst the masters of different trades in this city that a more general introduction of piecework, wherever applicable, would tend to prevent collisions between capital and labour.

A set of Danish laws and regulations, dated March 21, 1800, having special and entire reference to the relative position of masters and men forming part of guilds and corporations, have been annulled by a law framed December 29, 1857, and the corporations broken up.

The Danish Government, however, have issued circulars, respectively dated January 24, 1862, February 16, 1863, and February 12, 1867, in which the voluntary creation of associations amongst workmen for useful purposes is strongly encouraged, and rules and regulations are clearly set down for the efficient administration and control of such societies.

I have, &c.
(Signed) Francis Clare Ford.

Austria.

AUSTRIA.

No. 9.

Lord Bloomfield to Lord Stanley.—(Received May 3.)

My Lord, Vienna, April 30, 1867.

With reference to your Lordship's despatch of the 3rd instant, I have the honour to report that regulations for the establishment of trades associations are laid down in paragraphs Nos. 107 to 130 of the Imperial Patent of 1859, copy and translation of which are herewith enclosed, and under no other conditions is their existence allowed in Austria.

Strikes are contrary to law, and are immediately put a stop to by the police, the ringleaders being liable to imprisonment for a term of from eight days to three months, according to paragraph 481 of the Penal Code, which I have the honour also to enclose herewith in copy and translation.

The superabundance of labour in Austria renders any combination by the workmen against the masters of rare occurrence. A case, however, occurred some time ago, when the workmen of the Trieste railway (Südbahn) objected to the appointment of a particular person as foreman over them, and on their protest not being listened to, left work in a body. The police at once interfered, and the whole number were arrested and kept in prison for 24 hours, although their employers expressed themselves anxious only to get rid of them and did not desire that they should be punished.

Last week there was a movement among the workpeople in different manufactories in the neighbourhood of Brünn, and in one instance, where some of the men struck for an increase of wages, two of the ring-leaders are reported to have been arrested.

I have not heard of any persons to whom the Royal Commissioners could apply for information on these subjects.

I have, &c.
(Signed) Bloomfield.

Enclosure 1 in No. 9.

Sections 107 to 130 of the Imperial Patent of December 20, 1859.

(*Traduction.*)

Chapitre VII.—Associations.

§ 107. Quiconque exerce pour son propre compte dans le district d'une telle association le métier pour lequel elle existe, devient membre de l'association en entreprenant son métier et doit remplir les obligations qui en proviennent.

Quiconque exerce plusieurs métiers peut de cette manière faire partie de plusieurs associations en même temps.

§ 108. Les corporations déjà existantes sont tenues de réorganiser leurs statuts conformément aux dispositions de la présente loi. Leurs nouveaux statuts sont soumis à l'approbation du Gouvernement Provincial.

§ 109. Plusieurs corporations industrielles qui jusqu'à présent existaient séparément peuvent aussi être réunies dans une seule association. Il faut pour cela le commun accord ou la décision du Gouvernement Provincial, qui la rend sur la demande de l'une d'entre elles après avoir entendu l'avis de la Chambre de Commerce et d'Industrie.

§ 110. Il doit de même être établi des associations pour les industriels qui jusqu'ici n'en avaient pas.

§ 111. Le ressort territorial des associations individuelles peut en tout temps être déterminé par le Gouvernement Provincial sur l'avis de la Chambre de Commerce et d'Industrie.

§ 112. En cas de doute c'est l'autorité qui, après avoir entendu la Chambre de Commerce et d'Industrie, décide si un métier nouvellement entrepris appartient à une association, et à laquelle il appartient.

§ 113. Les compagnons et les apprentis des membres d'une association sont considérés comme faisant partie d'elle, et sont comme tels tenus d'en suivre les règles.

§ 114. Les associations ont pour but de fonder les établissements et de prendre les dispositions propres à favoriser les intérêts industriels communs.

Il leur incombe spécialement, (*a*) à entretenir des rapports réglés entre les membres de l'association, notamment leurs compagnons et apprentis (section 113), ceux qui proviennent de l'apprentissage et du service; (*b*) de vider les contestations y relatives (section 102); (*c*) de fonder et de soutenir des écoles spéciales et de les surveiller; (*d*) de fonder des établissements pour secourir les membres de l'association leurs compagnons et apprentis, en cas de maladie ou dans le besoin en général, et de surveiller ces établissements; (*e*) de donner à l'autorité et à la Chambre de Commerce et d'Industrie du district les renseignements et avis demandés sur les objets de leur resort; (*f*) enfin, de coopérer à toutes les mesures administratives qui ont rapport à la totalité des individus formant l'association.

§ 115. Celui qui entreprend ou exerce un métier ne peut être soumis par l'établissement d'une association à d'autres restrictions que celles prescrites par la présente loi.

F.
FOREIGN OFFICE CORRESPONDENCE.

II. *Trades Unions abroad.*

Austria.

§ 116. L'association est représentée et ses affaires sont gerées—

(*a.*) Par les assemblées de l'association;

(*b.*) Par le bureau de l'association, qui se compose d'un comité sous la direction du Président.

§ 117. Les Assemblées des associations qui ne compte pas plus de cinquante membres sont formées de tous les membres qui ont le droit de voter; s'il s'agit d'associations plus nombreuses, de délégués élus au scrutin secret pour un temps déterminé.

Dans des associations qui comprennent des métiers hétérogènes, il doit être pourvu à ce que les différents catégories de métier y soient représentées par une répartition convenable des délégués.

§ 118. L'assemblée choisit les membres du Comité et le Président.

La nomination du dernier est soumise à l'approbation de l'autorité.

La durée des fonctions des membres du Comité et du Président est ordinairement de trois ans, après l'expiration desquels ils peuvent être réélus.

§ 119. Il est reservé aux assemblées—

(*a.*) D'examiner et d'approuver les comptes rendus et les budgets, comme aussi de fixer la somme à faire rentrer par répartition;

(*b.*) D'organiser le service des employés salariés;

(*c.*) De disposer du fonds de l'association;

(*d.*) De décider de la fondation et de la réorganisation des établissements pour les buts énumérés au Section 114, lit. (*c*), (*d*);

(*e.*) De décider d'autres cas importants à prévoir par les statuts. Le Bureau soigne les affaires courantes.

§ 120. Le droit de voter et d'être élus comme délégués et membres en comité, n'appartient qu'à ceux qui ont déjà exercé leur métier pendant trois ans consécutifs. Sont exclus du droit de voter et d'être élus ceux qui ont été condamnés pour un crime en général, pour un délit où une transgression provenant de cupidité ou contraire à la morale publique, pour contrebande, pour grave transgression des réglements de douane, ou pour banqueroute. Pendant le temps que le titulaire d'un métier est soumis à une enquête pour un des actes sus-dessus mentionnés, ou qu'il est suspendu par l'autorité de l'exercice de son métier, il ne peut se prévaloir de son vote dans l'association ni y remplir aucune fonction.

§ 121. Pour vider des différends (section 102) le bureau de l'association est renforcé d'un nombre convenable des délégués de la catégorie des compagnons, pris parmi les individus les plus honorables et les plus intelligents, et à ce commis par l'autorité pour une durée déterminée.

§ 122. En cas de violation des règlements de l'association le bureau est autorisé à prononcer contre les membres de l'association, et contre leurs compagnons et apprentis, des peines règlementaires, telles que reprimandes et amendes jusqu'à concurrence de cinq florins.

§ 123. Les sommes nécessaires pour les besoins de l'association, en tant qu'elles ne peuvent être convertes par les intérêts de son avoir, sont, avec l'approbation de l'autorité, réparties sur les membres de l'association et peuvent être exigées par la voie administrative.

§ 124. Si l'on fonde dans une association un établissement pour secourir les compagnons dans le besoin à l'aide de contributions communes auxquelles les titulaires des métiers et les compagnons sont obligés de prendre part, la contribution des compagnons ne peut excéder three pour cent du florin de leur salaire, et la contribution à fournir par les titulaires pour chacun de leurs compagnons ne doit pas excéder la moitié de la contribution de leurs compagnons.

Une influence convenable doit être assurée aux compagnons dans l'administration des établissements de cette sorte (caisses de secours).

§ 125. Pour faciliter aux patrons et aux compagnons les moyens de se trouver, il doit être tenu près de chaque association des registres accessibles à tous, et où doivent être portés ceux qui cherchent de l'ouvrage et ceux qui cherchent des ouvriers.

§ 126. S'il s'agit d'entreprises industrielles pour le compte commun et de la fondation ou de la location d'établissements industriels pour l'exploitation commune, aucun membre de l'association ne peut être forcé de participer contre son vouloir, exceptés les cas où des établissements communs sont ordonnés par l'autorité dans l'intérêt public, par exemple, près des abattoirs.

§ 127. Des statuts spéciaux pour chaque association doivent être projetés conformément à ces principes et soumis à l'approbation de l'autorité politique.

Les statuts doivent contenir des dispositions précises sur:

(*a.*) L'étendue de l'association;

(*b.*) Les assemblées de l'association et les affaires réservées à leur décision;

(*c.*) L'élection des délégués pour les associations qui comptent un grand nombre de membres;

(*d.*) La composition et l'élection du bureau de l'association et sa compétence;

(*e.*) L'administration de l'avoir de l'association;

(*f.*) La mode de répartition des contributions;

(*g.*) La procédure à suivre pour vider les contestations provenant des rapports de service et d'apprentissage (sections 102 et 121);

(*h.*) Les amendes réglementaires à prononcer (section 122).

§ 128. Lorsqu'une caisse de secours est joint à l'association, les statuts doivent aussi contenir les dispositions sur le montant des contributions et leur mode de perception, sur les règles à suivre pour déterminer la proportion des secours, sur les conditions d'après lesquelles le droit de secours s'acquiert et se perd, et s'il s'agit des caisses des compagnons, sur l'influence qui leur appartient sur l'administration de ces caisses.

§ 129 Les associations sont sous la surveillance de l'autorité, qui délégue de Commissaires spéciaux chargés de contrôler la légalité de leurs actes. Leurs contestations sur les affaires intérieures de la société sont exclusivement du ressort de l'administration.

Les dénominations sanctionnées par les usages du pays (communautés, corps de métier, maîtrises) peuvent être maintenues.

§ 130. Si un corps de métier actuellement existant possède un avoir, et qu'il ait fusionné avec d'autres métiers pour former une association, la propriété de l'avoir passe à la nouvelle association après l'acquittement du passif; mais il ne se perd aucun des avantages auxquels les membres de l'ancien corps de métier existant au moment de la fusion auraient eu droit pour eux ét leurs compagnons si le corps métier avait continué.

Si le corps de métier est dissous sans passer dans une nouvelle association, l'avoir est assigné sous la même réserve à la commune dans laquelle le corps de métier avait son siége.

Enclosure 2 in No. 9.

Section 481 of the Austrian Penal Code.

(*Translation.*)

§ 481. Combinations of miners and iron-workers, mechanics, workmen of the above-mentioned employers, of apprentices, servants, or especially labourers, in order, by a general refusal to work or by other means to extort higher daily or weekly wages, or other conditions from their employers, are misdemeanors, and the ringleaders are to be punished by from eight days to three months severe imprisonment ("verschärften arrest"); the same are also to be removed according as they are natives or foreigners, out of the Crown lands or from the whole Empire.

PORTUGAL.

Portugal.

No. 10.

Sir A. Paget to Lord Stanley.—(Received May 4.)

MY LORD, Lisbon, April 26, 1867.

ON the receipt of your Lordship's despatch of the 3rd instant I addressed a note to the Portuguese Minister for Foreign Affairs, requesting his Excellency to be good enough to furnish me with any information which the Portuguese Government might possess relative to the working of trades unions in this country, and I received last night a reply from his Excellency, stating that he had referred my question to the Minister of Public Works.

From inquiries, however, which I have made in different quarters likely to be well informed on this subject, I believe I may confidently state that trades unions have no existence in Portugal.

I have, &c.
(Signed) A. PAGET.

ITALY.

Italy.

No. 11.

Mr. Elliot to Lord Stanley.—(Received June 12.)

MY LORD, Florence, June 3, 1867.

IN obedience to the instructions given to me by your Lordship's despatch of April 3, I have now the honour to communicate to your Lordship all the information I have been able to obtain respecting the working of the trades unions in Italy.

The provisions of the Italian Penal Code (which are enclosed in copy and translation) affect combinations, whether of workmen or of their employers, for the purpose of unduly raising or lowering the wages of labour.

In the latter case the offence is punishable with imprisonment for a maximum term of one month, in addition to a fine varying in amount from 100 to 3,000 francs.

In the case of operatives and labourers, on the other hand, entering into combinations for the suspension of work or for an increase of wages, the penalty is imprisonment for a period not exceeding three months.

Strikes are not frequent in Italy. Those which are recorded to have taken place in late years were in Piedmont; a strike of the carpenters and joiners of Turin in 1860, and again in 1863, for higher wages, but without success in either case; of the masons and bricklayers of Turin in 1861; of the woollen weavers at Biella, which lasted 18 days, and was then terminated by a compromise with the masters; of the porters ("facchini") of the free port of Genoa, for the maintenance of their monopoly, in which they were successful.

At Naples, in 1861, a strike of the men in the iron foundries for increase of wages and reduction of time terminated by a compromise at the end of a month; and some other strikes of no great importance, among the journeymen tailors, printers, and cab-drivers.

Trades unions in Italy have not the same character as in England, and, generally speaking, it cannot be said that they are organized with a view to the regulation of the conditions of labour. I am able, indeed, to mention only one society the rules of which apply that principle—the society of compositors of Florence. Its object is declared to be to maintain a fixed scale of payments for work; and by one of its rules the members are bound to leave any establishment where a lower rate is adopted.

One of the articles of the statutes of the General Operatives' Society of Naples, may also be noticed, as appearing to have a tendency to favour strikes.

It is to the effect that, if an entire section (representing a particular trade) is on just grounds forced to suspend work, the members of all the other sections are under the obligation of contributing to its support.

But these are quite exceptional instances of a disposition to interfere in the relations between masters and operatives.

The principal object of the associations of working men which exist in Italy is in all cases the relief of their members in case of illness, besides which many of them have various secondary purposes, such as the support of the old and infirm, and the assistance of widows and orphans, education loans and advances, the supply of articles of consumption or raw materials to members at prime cost; they also provide for funeral expenses.

I have the honour to enclose a statistical account of these societies, published by the Italian Government.*

It appears from this report, that at the end of 1862, the number of such associations was 443, comprising 111,608 members, whose yearly contributions amounted to 1,411,392 francs.

They were divided throughout the kingdom thus:—

	No. of Societies.	No. of Members.	Annually.
			Francs.
Piedmont	175	86,971	463,188
Lombardy	83	23,865	572,238
Parma and Piarenza	8	2,322	39,721
Modena, Reggio, Massa	24	3,892	28,990
Romagna	34	10,262	74,194
Marches	19	6,359	33,989
Umbria	14	2,957	14,787
Tuscany	55	16,808	142,313
Naples	19	5,506	14,154
Sicily	8	1,718	16,298
Sardinia	4	1,048	11,514

The expenditure of these societies was as follows:—

	Francs.	Cents.
Management	163,667	89
Relief in illness	424,373	42
Medicines and medical advice	29,083	84
Pensions in old age	54,671	45
Assistance—Widows and orphans	29,121	53
Sundries	87,076	81
Total	787,994	94

Of the aggregate number of 443 societies, 267 with 85,495 members admitted as associates persons belonging to all professions, and 155 with 26,113 members were restricted to particular trades.

Prior to the year 1848, there were in existence 66 societies, several of which were of ancient origin; between 1848 and 1860, 168 were created; and from 1860 to 1862, 209 were established.

I enclose copies of the rules of the principal societies at Turin, Milan, Florence and Naples,* and likewise copies of reports which I have received from Her Majesty's consuls at Turin, Milan, Genoa, Naples, and Palermo, giving particular information respecting the working men's associations within their respective districts.

A copy of a work containing an account of the benefit societies of Italy, is also enclosed.†

I have, &c.
(Signed) HENRY ELLIOT.

Enclosure 1 in No. 11.

Extract from the Italian Penal Code.

(*Translation.*)

385. ANY combination among employers of labour for the purpose of unjustly and abusively compelling their workmen to accept a reduction of wages, or to receive commodities in whole or part payment, if such combination has been followed by some overt act in execution of it, shall be punished with imprisonment not exceeding one month, and a fine of not less than 100 or more than 3,000 francs.

386. Every combination among workmen for the purpose of suspending or impeding any work, or increasing its cost, without reasonable cause, shall be punished with three months' imprisonment whenever it has begun to be carried into effect.

387. In the cases provided for in the two preceding Articles, the chief instigators or promoters shall be punished with imprisonment for a period of not less than six months.

388. The disposition of the three preceding Articles are applicable to landlords or tenants who, without just cause, combine for the purpose of lowering or fixing at too low a rate the day wages of farm labourers, and to farm labourers who without just motive combine to raise their day wages.

Enclosure 2 in No. 11.

Consul Brown to Mr. Elliot.

SIR, Genoa, April 19, 1867.

IN reply to your despatch of the 14th instant, requesting information on the subject of trades unions and strikes, I have the honour to report that there, at present, are in Genoa about 47 or 48 of these unions or associations.

I enclose a list of the names and dates of foundation of 31 of them; those that I have not been able to put down are all of quite recent formation.

Of these unions but few exclude politics from the subjects of their consideration, and limit their scope to assisting the workmen when ill or out of work; the chief part of them occupy themselves more, even, with politics than with their material interests, following in this the lead of the "Società Generale."

This "Società Generale" was founded by the late F. B. Sari, avowedly for political purposes, and has considerable influence over the other associations, being composed of the president or delegates of them all.

As to strikes, there never has been a general one in any trade, as the unions have neither the means nor the influence with the trades they profess to represent necessary to maintain a serious strike.

On the other hand, strikes of workmen employed by individuals are not unfrequent, but are always unsuccessful,

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* "Statistica del Regno d'Italia. Società di Mutuo Soccorso, Anno 1862. Per Cura del Ministro d'Agricoltura, Industria e Commercio."

* Turin.—"Regolamento del Comitato di Previdenza della Società degli Operai di Torino."
"Associazione Generale di Mutuo Soccorso ed Istruzione degli Operai di Torino. Regolamento per la Cassa dei Soci e Socie che rimangono Vedovi e gli Oriani di essi."
"Associazione Generale di Mutuo Soccorso ed Istruzione degli Operai di Torino."
"Regolamento della Cassa Particolare Mutua per una Pensione ai Vecchi od Inabili al Lavoro nella Società degli Operai di Torino."
Milan:—"Regolamento dell' Associazione Generale di Mutuo Soccorso degli Operaj di Milano e Corpi Santi." Preside Onorario, Generale Giuseppe Garibaldi."
Florence:—"Società di Mutuo Soccorso fra gli Operai di Firenze. Sotto il Patronato di S. A. R. il Principe Umberto di Savoja."
"Regolamento Interno del Comune Artigiano di Firenze, Discusso ed Approvato dal Maestrato nell'Adunanza del 2 Settembre 1866."
Naples:—"Regollamento della Società di Mutuo Soccorso ed Observanza alla Fariffa fra i Compositori Tipografi in Firenze."
"Aggiunzioni e Modifiche allo Statuto della Società Generale Operaia Napoletana degli 8 Gennaio 1862."

† "Storia delle Società di Mutuo Soccorso d'Europa dalla loro Origine fino ai Tempi nostri. Per Giantommaso Beccaria da Mondovi." Volume primo.

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Italy.

as no simultaneous action is organized, and they therefore only conduce to the injury both of workmen and employers.

The one successful strike on record was the strike of the "Facchini" of the Porto Franco, who resisted the admission of labourers not belonging to their guild, and were allowed to carry their point through the weakness and want of decision of the municipality.

The true principles of workmen's unions are not understood here, either by the men or their employers; and I should say that owing to the impartial working of the existing societies, and their love of dabbling in politics instead of attending to their material interests, they do more harm than good.

I am sorry to say that I cannot refer you to a single person whom I consider qualified to give you information both detailed and reliable on the subject; but I could collect further information myself if you thought it worth while and could give me a little time.

I have, &c.
(Signed) M. Y. BROWN.

Enclosure 3 in No. 11.

LIST of Workmen's Associations or Trades Unions in Genoa.

		Founded in
1.	Degli Operai detta "Generale"	1850
2.	Caffettieri, Lignoristi e Birrai	1856
3.	Lavoranti Vermicellai	1852
4.	Indoratori e Verniciatori	1851
5.	Falegnami, Ebanisti, Tornitori, Cassari, &c.	1852
6.	Facchini di Ponte Spinola	1851
7.	Calzolai	1851
8.	Calafatti e Maestri d'Ascia	1851
9.	Fornai	1862
10.	Cordai	1862
11.	Fabbro Ferrai e Macchinisti	1861
12.	Sarti	1852
13.	Stampatori e Litografi	1862
14.	Carpentieri	1851
15.	Scultori e Intagliatori in Legno	1862
16.	Marinai e Lavoranti nel Porto	1862
17.	Tipografi	1851
18.	Orefici, Gioiellieri, Argentieri, &c.	1863
19.	Cartai e Legatori di Libri—Lavoranti	1863
20.	Cuochi e Camerieri	1863
21.	Facchini, Ponte Reali e Mercanzia	1863
22.	Superstiti dei Mille (Associazione Fraterna d'Assistenza)	1863
23.	Parrucchieri	1851
24.	Capellai	Very ancient.
25.	Barcajuoli	1857
26.	Muratori	1851
27.	Conciatori di Pelle	1861
28.	Associazione Generale di Mutuo Soccorso	1850
29.	Commessi di Commercio e Scritturali	1851
30.	Filarmonici	1851
31.	Associazione di Mutuo Soccorso tra gl'insegnanti di ambo i Sessi	1862

Enclosure 4 in No. 11

Mr. Bonham to Mr. Elliot.

SIR, Naples, May 18, 1867.

I HAVE the honour to acknowledge the receipt of your despatch of 14th April, desiring information respecting trades unions in this city. I herewith enclose a memorandum giving some details on that subject.

The persons most competent to give information relative to trades unions, combinations of workmen, &c. in this city are probably Signor Tarvasei, President of the Trades Union, Signor Dassi, Signor Rodino, and Messrs. Guffy and Co.

I have, &c.
(Signed) E. W. BONHAM.

Enclosure 5 in No. 11.

MEMORANDUM respecting Trades Unions ("*Societa Operaia*").

THESE unions have not attained any important character or development in this city.

There is one principal trades union in Naples, of which Giuseppe Garibaldi is perpetual honorary president, formed of several branches, each branch composed mainly of workmen of a distinct trade. In 1860 there were 28 of these branch associations; at present there are about half that number. The present president of the trades union is Signor Tavassi, a jeweller by trade, and a man of remarkable eloquence and some influence; though professing violent democratic opinions he is believed in reality in political feeling to have more leaning to the so-called Consorteria, or old moderate party. Not more than 2,000 working men are members of this union; the executive or directing council is composed of a president, two vice-presidents, and a fluctuating number of deputies or "console" elected by the members of the various branches. The union does not interfere with the separate administration of the various branches, but has a general control over the whole.

The objects of the union are stated to be mutual assistance ("mutuo soccorso"), also to improve trade, to assist working men, and to avoid strikes by endeavouring to conciliate disputes, but never to assist them by pecuniary support. A credit bank supplies small articles to those in want, anticipates payments, provides for those suffering from accidents; I am assured that the executive council of the union does now attend more to its avowed objects than was the case under a former president, and that, on the whole, it works well; it may be that Neapolitan workmen are unwilling to entrust their money to the keeping of their fellow workmen, and it is stated that cases have occurred in the branch associations where money subscribed has been lost; be this as it may, it is clear this union has not any great influence over, nor does it probably enjoy the confidence of, the majority of the working men; as above stated since 1860 12 or 14 of these branch associations have ceased to exist. The union appears to be rather encouraged by the local government authorities; the selection of a certain number of workmen, altogether 20, who are to be sent at the public expense to the Paris exhibition, with the view of studying and becoming acquainted with improvements and discoveries in various branches of arts and manufactures, has been confided to M. Tarvassi, president of this union, a proceeding which has excited much anger and jealousy amongst those who are not members of the union.

Strikes are very rare in Naples, the principal of which I have knowledge occurred in 1860–61, when upwards of 1,000 workmen employed in the iron foundries, of which there are here several large establishments, struck for an advance of wages, reduction of time, and other demands. This strike was brought about, as I am informed, wholly at the instigation of the executive or directing council of the trades union, at that time just springing into existence from the Garibaldian régime, and under the direction of a president of great energy and strong democratic opinions. The result of the strike disappointed the promoters: the masters of these foundries closed their workshops and refused to hold any communication with the executive council of the union; the men received little, if any, pecuniary assistance from the union, and in about a month, unable to continue the contest, begged to be taken back. A compromise was agreed to, a day's working time being reduced from 11 to 10 hours; only a few of these workmen have since belonged to the trades union, from joining which, though not prohibited, they are discouraged by their employers. A benefit society for sickness and accidents, managed entirely by the workmen, but of the funds of which one of the masters is trustee, exists in, I believe, nearly every one of these large establishments, to which the men contribute about one per cent. per week of their wages.

The operatives, as well in Naples as in the large cotton and flax spinning factories about Salerno and Avellino, are described to me as intelligent, docile, and well disposed. During the last 10 years a considerable augmentation has taken place in the rates of wages, and the masters appear to entertain no apprehension of strikes or combinations.

There have also during the last few years, been strikes amongst the journeymen tailors, printers, street-sweepers, and coach and cab men, but in no one of these cases has any combined action been brought into operation for their support, and after a short time the differences were arranged, generally by a compromise.

The most singular and most inconvenient strike was that of the coach and cab men, who struck in consequence of an order, issued by the municipal authorities, regulating the style of dress they were to wear; on this occasion many of them were imprisoned, accused of acts of intimidation, but the inconvenience to the public was so great that, after a few days, the authorities released them on their engaging to adopt the desired dress within a fixed period; they failed to keep their engagements, but nothing more has been said on the subject.

The executive council of the union is said to be constantly in communication with trades unions in other cities on matters connected with the social position of

working men; deputations also from the union with banners generally take part in any procession on occasions of public ceremonial, but on the whole the union does not possess any great power in Naples.

(Signed) EDWD. WALTER BONHAM,
Consul-General.

Naples, May 18, 1867.

Enclosure 6 in No. 11.

Consul Colnaghi to Mr. Elliot.

SIR, Turin, April 30, 1867.

I HAVE the honour to acknowledge the receipt of your Excellency's despatch under date of the 14th instant, requesting information respecting the working of any trades unions that may be established within the limits of this consulate.

Workmen's associations exist in nearly every town in Piedmont, especially in the manufacturing districts, but in the country towns, as in Turin, I am given to understand that these associations are in principle "benefit societies," and have but little influence on "strikes," owing in great part, no doubt, to a want of special organization, as also to the limited number of members enrolled in the separate trades unions.

The societies are founded under the authority of the 32nd article of the statute which proclaims the right of peaceful meeting; but unless, as is the case with other charitable institutions, they submit to some amount of official control, they are tolerated rather then recognized by the Government.

The benefit societies of Turin are 34 in number. By far the first in importance is the "Associazione Generale degli Operaji di Torino," composed of workmen of all trades, containing from 8,000 to 10,000 members, and possessing an annual revenue of over 5,000*l*. This is strictly a benefit society, and disclaims all connexion with political or any other agitation. Its members are entitled to medical and pecuniary assistance in case of sickness, and to purchase, at reduced rates, bread, wine, and other articles of daily consumption at stores established by the society. The "Societa Generale delle Operaji," a sister association, under the same management, and established on the same principles, numbers 2,000 members.

The trades societies are in general founded on religious corporations of an earlier date. Their operations are ordinarily confined to granting medical and other aid in sickness and finding employment for members out of work; but in some cases mutual instruction, not, however, carried on on a very extended scale, is included in the aim of the society. The principal unions of Turin are those of the "Journeymen Bakers" (which numbers 322 members), the "Cooks and Hotel Waiters," the "Journeymen Confectioners and Coffee-house Attendants," and the "Tailors."

Strikes in Piedmont have been few, and, I am told, generally unsuccessful. In 1860 the carpenters and joiners of Turin struck for higher wages; in 1861 the masons and bricklayers were out on strike; and in 1863 the carpenters and joiners struck work a second time. This latter strike lasted a month, but in neither year were the men successful.

The most important strike in Piedmont was that of the woollen weavers, at Biella, in 1864, for an increase of wages, promoted by a trades union which had been a benefit society. Troops were immediately sent to Biella to maintain order, the chief manufacturers went to the spot in order to effect a settlement, and, after 18 days, the men, finding that assistance which had been promised from England and France was not forthcoming, gave way, and accepted an arrangement which appears to have been satisfactory to both sides. There has been no strike since.

Most of the large employers of labour at Turin, as well as the secretaries of the different unions, would, I have reason to believe, be glad to give, if required, any information in their power on the subjects now under consideration.

With reference to the condition of trades unions in Lombardy I have the honour to forward to your Excellency herewith enclosed an enteresting report which has been addressed to me by Mr. Vice-Consul Kelly.

I have, &c.
(Signed) D. E. COLNAGHI.

Enclosure 7 in No. 11.

Vice-Consul Kelly to Consul Colnaghi.

SIR, Milan, April 22, 1867.

THE system of "trades' unions" and "co-operative societies" in Lombardy has been in active operation during the last 63 years, the oldest and still most accredited being that of the "Pio Instituto Topografico," of Milan, which dates as far back as 1804.

Numerous societies were formed after the liberation of the province in 1859, many of which, however, had but a short existence; others have maintained themselves more or less successfully, and at the present moment few trades or professions in Lombardy are without their co-operative societies.

The practical working of these various societies may be said to differ considerably; for, left entirely to their own resources, without Government or other intelligent advisers, the rules of many were found to be based on wrong calculations, promises were made which could not be fulfilled, and thus discredited many lost the support they would otherwise have found.

In order to remedy this evil, and with a view of promoting and extending the system of trades unions, the Savings' Bank, of Milan, the most accredited and popular establishment of its kind in Italy, offered in the year 1863 three premiums, one of 3,000 francs, one of 2,000 francs, and one of 1,000 francs, to such co-operative societies or trades unions of Lombardy, which should, by a precise and clear statement of their administration and working, be considered to have best attained the object for which they were established.

Twenty-two societies responded to this generous offer.

The first prize of 3,000 francs was accorded to the "Pio Instituto Topografico," of Milan.

The second prize of 2,000 francs was accorded to the "Servants' Co-operative Society," of Milan.

The third prize of 1,000 francs was accorded to the "Workmen's Co-operative Society," of Lodi.

In the following year, 1864, the commission increased the number of prizes to 13, seven of 1,000 francs, and six of 500 francs, open to every province of Italy; 66 societies sent in statements, the first prize being accorded to the "Workmen's Co-operative Society," of Lodi.

Although among the 28 co-operative societies and trades unions existing in Milan several still adhere to old and faulty rules and calculations, much improvement has taken place, and the encouragement given in so substantial a manner by the commission above mentioned is gradually leading to more satisfactory results.

The different trades unions of Lombardy are not, in general, in a position to allow themselves the costly satisfaction of indulging in strikes, and although such instances have occurred they very seldom take place, and would naturally only be of short duration. The system of strikes appears, in general, foreign to the habits of the province.

Among the persons whose authority in all matters connected with trades unions in Lombardy may be considered of value, I beg to mention Professor Lurrati, of Milan, and Signor August Zucchi, secretary of the commission instituted by the Milan Savings Bank as above mentioned.

I have, &c.
(Signed) T. W. KELLY.

Enclosure 8 in No. 11.

Consul Goodwin to Mr. Elliot.

SIR, Palermo, April 19, 1867.

I HAVE had the honour to receive your despatch of the 14th instant, inquiring whether there be any trades unions, combinations of workmen, strikes, &c., and who are the persons qualified to give information on the subject.

I have the honour to reply that there are neither unions nor combinations, strikes nor lock-outs, in Sicily, nor do I know any person qualified to give information on the subject.

I have, &c.
(Signed J. GOODWIN.

STATES OF THE ZOLLVEREIN.

States of the Zollverein.

No. 12.

Mr. Morier to Lord Stanley.—(Received June 14.)

MY LORD, Vienna, June 7, 1867.

I HAVE the honour to transmit to your Lordship herewith the inclosed supplementary paper on co-operative associations in the Zollverein.

The imperfect and fragmentary state of the information which I have as yet been able to collect on the wide range

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of subjects contained in your Lordship's memorandum, precludes me from attempting to give any decided opinion upon that which I apprehend to be the ultimate object of your Lordship's inquiries, viz., a comparison between the relations existing between labour and capital in the Zollverein and those actually prevalent in Great Britain.

I shall therefore confine myself to a few general observations on the data which I have as yet collected.

Two important facts may, I think, be considered as established:—

The absence in Germany of trades unionism, and the remarkable development of co-operative association.

That combination laws directly, and the strong prerogative of the police indirectly, have largely contributed to this absence of trades unionism can hardly be doubted, and this would seem to be in accordance with the English precedent, for, if I am rightly informed, it is only since the repeal of the combination laws in 1825, that trades unionism has been able to develop itself in Great Britain into a system, and to assume the proportions of a national institution. On the other hand, owing to the partial liberty of association which was introduced into Germany after the year 1848, and to the interpretation of the law of association given by the Prussian tribunals, to which reference in a former paper has been made, co-operative association, as distinct from association for so-called "trade" purposes, was allowed to develop itself comparatively unhindered.

We thus get the following general data for a comparison between the relative conditions of the labour question in Great Britain and Germany:

Liberty of association on the part of the working classes dates back in England to the year 1825. This liberty is unlimited, and opens up a field in which the organizing genius of the nation has free scope to assume what shapes it likes.

In Germany this liberty only dates back 20 years, and is limited by combination and other laws, which practically exclude other forms of association than the co-operative.

Lastly, the idea of co-operation is a modern one, coinciding with the period at which the comparative liberty of association was first established in Germany.

With the liberty of association arose amongst the working classes the possibility of their emancipation from a mere agglomeration of dependent units to corporate and *pro tanto* independent organisms.

In Great Britain the period during which this process developed itself was antecedent to the birth of co-operation, and the school through which the working classes passed was, until a comparatively recent date, exclusively that of trades unionism.

In Germany, for the reasons above given, the school through which the working classes have passed in their process towards corporate organization has been exclusively that of co-operative association.

In judging, therefore, of the social and economical present, and of the probable social and economical future, of the working classes in the two countries, the difference between these two schools should be kept in view.

That this difference almost amounts to antagonism cannot, I think, be doubted.

Though trades unionism did not at first start upon any general principles, but rather proceeded tentatively with certain immediate and practical objects in view, it has, nevertheless, in the course of time, got to represent a very definite body of doctrine; and some of its ablest defenders especially pride themselves on this doctrine being opposed to that of economists, pointing to the results of trades unionism as practical refutations of the economical theory respecting the laws which determine the relations between labour and capital.

Examined in its essence the object which trades unionism appears to propose to itself is this: given a definite quantity of produce, the joint result of capital and labour, to obtain for labour the largest share of this produce. Hence not the maximum of production, but the maximum share in a given amount of production, is the goal towards which it strives; and, rather than miss this goal, it logically, and in strict observance of economic laws, accepts the alternative of diminishing the total aggregate of production by limiting the supply of labour, if not as regards the actual number of labourers, at least in regard to the quantity and quality of the labour furnished by those labourers, by such means, for instance, as diminished hours of labour, fixed standards of work, &c. Thus we arrive at something which, in one sense, goes even beyond the communistic axiom, "A chacun le travail selon sa capacité, le salaire selon ses besoins," for though the second portion of the axiom is sought to be realized by equalizing as much as possible the distribution of wages, the former portion is modified by fixing a standard of capacity calculated on a medium quality of labour beyond which it is not in the interest of the many that the few should work.

As the appropriation in the shape of wages of an increasing proportion of the profits on existing capital, and not the aggregate increase of that capital, *i.e.*, of the wages fund, is the object sought to be obtained, it is the less to be wondered at that trades unionism should not recoil from the vast unproductive consumption, and therefore waste of capital, which results from lengthened strikes. For admitting that the result of these strikes is permanently to raise the rate of wages, which is the hypothesis on which they are entered into, the capital expended by the unions is refunded to their members in the shape of these higher wages. The community at large, on the other hand, is the poorer to the extent of all the wealth unproductively consumed. It is also poorer, or, more correctly speaking, less rich, to the extent of the artificial diminution in the efficiency of labour kept up with a view to diminishing the supply of that article. As in the case of all monopolies, therefore, what the individual unionist gains the public loses. Whether this is compensated for by the increased well-being of the large, though still select, body of workmen who compose the unions, whether the comparative case of the majority of the unionists is not paid for too dearly by the restricted liberty and the impeded energy of the minority, and to what extent the whole labouring class, including non-unionists, is affected by the slower rate of increase in the aggregate wages fund which must be the necessary result of trades unionism, are not questions with which I am concerned. All that I wish to call attention to is the fact that trades unionism contemplates capital as something to a certain extent antagonistic to labour, and that it repudiates the principle of harmony between the two which it is the boast of the economists that they have established, considering the interests of the one as opposed to those of the other, and the natural relation between the two as a contest between the capitalist and the labourer to secure the largest proportion of the wealth produced by both conjointly.

Exactly the reverse of this is the object proposed by co-operation, by co-operation at least as preached and practised in Germany. Accepting all the tenets of the economic faith, and loudly proclaiming the harmony and solidarity between labour and capital, it aims at the maximum of production, at the indefinite increase of the wages fund, and at the distribution of the wealth produced in the ratio of the risks incurred and the labour done. Utmost economy and utmost efficiency of labour, the immediate capitalizing and productive application of every farthing saved out of their wages by the labouring classes, and the direct application and administration by these classes of capital borrowed by them under the heavy risk attendant on unlimited liability; such are the aims of co-operative associations in Germany. To teach to small republics of workmen the habits of thought and the rules of business of capitalists, and to educate them corporatively to handle capital, and thus to become sharers individually in the profits on capital, such has been the object striven for by M. Schulze-Delitzsch.

That the education obtained in two such different schools should permanently affect the social and economical status of the working classes in the two countries appears probable. On the other hand, as elements likely to modify this general conclusion, there should be borne in mind that productive co-operation has developed in England, and is likely to continue its development in a higher degree than it has done in Germany; and, on the other hand, that not sufficient time has elapsed to judge of the results which may arise in Germany from the repeal of the combination laws.

I am, however, strongly inclined to the opinion that the general diffusion of the co-operative spirit in Germany, with the mania for saving and the productive application of these savings which it engenders, and the creation throughout the length and breadth of the land of channels ever ready to drain into productive reservoirs the saving thus effected, will tend to prevent the development of a system the first stages of which must necessarily be accompanied by unproductive expenditure, and all the pinching and sacrifice of saving without the prospect of incoming dividends.

I have, &c.
(Signed) R. B. D. MORIER.

Enclosure in No. 12.

Additional Paper on Co-operative Associations in the Zollverein.

Besides the loan and credit unions described in the foregoing paper, the following kinds of associations form part of the general co-operative union, send delegates to the annual co-operative congress, and are registered at the central co-operative bureau :—

1. Raw material unions;
2. Magazine unions;
3. Unions for the production and sale of finished wares on a common account (productive associations);
4. Unions for the purchase of the necessaries of life wholesale, and the selling them retail (co-operative stores).

In regard to all of these, as reference to the Prussian law on co-operative associations given in my former paper will show, the principle of unlimited liability is in force.

The first two categories in the above list are those which, next to the credit unions, have had the largest development in Germany.

The object of the raw material unions is to buy the raw material required by the members of the association in their several trades at wholesale prices, and to retail them to the members under the ruling retail price.

The object of the magazine unions is to sell in a common magazine the wares produced by the members of the association.

In many instances the two kinds of union are combined in one, the same staff being employed to buy the raw materials and retail them to the members, and to sell the finished products.

The rules laid down by M. Schulze-Delitzsch in regard to the raw material unions are the following :—

1. The capital required to buy the raw materials is raised under the joint liability of the members of the association, or the goods themselves are obtained on the joint credit of the members.

2. From 4 to 8 per cent. over the cost price is charged to the members who buy out of the common store. Out of this profit are defrayed interest on capital and costs of administration, the remainder being divided amongst the members proportionately to the amount each has expended in buying from the store.

3. These dividends, however, as in the case of the credit unions, are retained until the formation of a share in the business towards which the members contribute, besides a small monthly subscription.

4. The storekeeper, cashier, and comptroller are paid by a "tantième," which varies from 2 to 3 per cent., on the business done.

Only a comparatively small proportion of the raw material associations have furnished their statistics to the central bureau; but from the data in his possession, M. Schulze-Delitzsch calculates in his report for 1865 that the numbers must amount to about 180, with about 10,000 members, doing business to the amount of from 1,750,000 to 2,000,000 thalers annually, with a share capital of about 400,000 thalers. They are principally in the shoemaking, carpentering, and tailoring trades.

The magazine unions M. Schulze-Delitzsch reckons at about 50, comprising about 1,000 members, and doing business to the amount of about 500,000 thalers annually.

The third category, "Unions for the production and sale of finished wares on a common account," represents the class of associations in which, as yet, the greatest number of failures have to be recorded, but the ultimate development of which M. Schulze-Delitzsch looks to as the crowning work of co-operation, and the true solution of the problem how to reconcile the interests of labour with those of capital.

The co-operative associations which have as yet been treated of, the credit unions included, mainly supply the wants of the handicraft classes, the producers in detail, *la petite industrie*, and, though owing to the lesser development which manufacturing industry has taken in Germany when compared with England, the handicraft classes are a proportionately more important element of the entire working class there than with us, yet, taking the future into account, M. Schulze-Delitzsch has not ceased to insist upon the point of real importance being the application of the co-operative principle to manufacturing industry. He has, however, insisted not less strongly on the necessity of considering this as an ultimate goal to be approached gradually, and not to be reached before the co-operative education of the industrial classes has been carried to a high degree of perfection in the other and less complicated branches of co-operation. Two antecedent conditions must be fulfilled before a productive association can be started with the prospect of success: a sufficient capital must have been saved, and a thorough knowledge of the management of business, as distinct from technical knowledge, must have been acquired. Hence, both in the general advice inculcated in his yearly reports and his other publications, and in the cases individually submitted to him as "counsel" of the united co-operative associations, he has urged the necessity of delaying the attempt at founding productive associations until these conditions were fulfilled, which has led to his being very unjustly accused by Lassalle and the Socialists of discountenancing this form of association.

It was more especially the development of the co-operative store unions and the credit unions that he looked to as furnishing the basis on which later to build up his productive associations, the former, as the example of the Rochdale Pioneers had established, being the readiest mode of accumulating the necessary capital, the latter as affording the business education required, and also a system of credit which might, with the exercise of due caution, assist the productive associations during the period of their incubation.

The credit associations have, as has been shown, been successful to a degree far beyond what was ever contemplated, and, as in the case of the Chemnitz Co-operative Machine-makers' Association, the credit they have been able to afford to young productive unions has been of important use. The success, on the other hand, of the co-operative stores has fallen far short of what was hoped; indeed, it is but quite lately that the movement in this direction has begun to assume important proportions. With its development there can be little doubt that the productive associations will begin to assume very different proportions from those they have now.

In his report for 1865 M. Schulze enumerates 26 productive associations as registered in the central bureau. Of these, five were composed of tailors, five of carpenters, five of weavers, three of machine-makers, one of printers, one of workmen in metals, one of bakers, one of clockmakers, one of shoemakers, one of sewing-machine makers, and one of carriage-makers.

The most important of these associations is that of the machine-makers of Chemnitz, of which an account is given in the report of 1863. It was started by 400 workmen who had saved up a capital of 13,000 thalers, and a merchant who furnished 5,000 thalers, and took part in the business as manager. No further account is given of it in the later reports; but though in 1863 they were doing a good business, having received large orders, the circumstances of the undertaking did not seem flourishing owing to the whole of the savings having been invested in fixed capital which had to be heavily mortgaged, and the association being consequently left destitute of circulating capital. It was under these circumstances that recourse was had to the credit of the co-operative loan banks. M. Schulze-Delitzsch instances this as a case where it would have been of the greatest use to put off the undertaking for some years until a larger capital had been collected.

The most successful of the associations is that of the clockmakers at Frieburg. It consists of 14 journeymen watchmakers who having been dismissed from their employers because they refused to subscribe to conditions which seemed unfair to them, clubbed together the savings they had made, and after a period of very great suffering and privation, succeeded in establishing a flourishing business. At the end of the first year of their existence they had sold watches to the amount of 3,164 thalers, and had a share capital of 1,182 thalers, on which they paid 60 per cent. dividend.

The last category, that of the unions for the purchase of the necessaries of life wholesale and the selling them retail; in other words, the co-operative stores unions, have only lately begun to take root and spread. In the report for 1865, the number of those registered at the central bureau is given at 157. Why this, the simplest form of co-operation, should have been the last to succeed is not quite clear to me, but I am inclined to assign the comparative difficulty which the co-operative store movement had to contend with in its early years to the fact of the co-operative movement generally having appealed more directly to the handicraft classes than to the factory operative classes, and a certain opposition between these classes having resulted therefrom. The disciples of Lassalle, as was noticed in my first paper, are almost all of them recruited from the class of "mill hands," and the bitterness with which he and his school inveighed against M. Schulze-Delitzsch naturally indisposed the classes amongst whom the great bulk of his supporters were to be found against the co-operative gospel preached by the hostile school. Now, co-operative stores are a form of association more particularly adapted to the great aggregations of consumers which are collected in the manufacturing districts, and unless this class of workmen were won over to the movement it would have little chance of success; and the fact of the now rapid spread of the unions would tend to show that M. Schulze-Delitzsch and his system is gaining ground amongst the factory population.

F. FOREIGN OFFICE CORRESPONDENCE.

II. *Trades Unions abroad.*

Sweden.

SWEDEN.

No. 13.

Mr. Jerningham to Lord Stanley.—(Received June 17.)

MY LORD, Stockholm, June 11, 1867.

WITH reference to my despatch of the 12th of April last, I have the honour to transmit a copy of a letter which I have received from Count Manderström, together with its enclosure, upon the subject of the action of trades unions in Sweden, while his Excellency promises similar information respecting Norway.

With regard to coalitions and strikes, your Lordship will observe that those particular emblems of civilization have not yet appeared in this country.

I have, &c.

(Signed) G. S. S. JERNINGHAM.

P.S.—As the weekly review of the "Aftonblad" contains some observations on working men's associations, I beg leave to forward the extract containing them.

G. S. S. J.

Enclosure 1 in No. 13.

Count Manderström to Mr. Jerningham.

MONSIEUR, Stockholm, le 8 Juin 1867.

PAR un office que vous avez bien voulu m'adresser en date due 12 Avril dernier, vous avez exprimé le désir d'obtenir des informations sur les lois en vigueur en Suède et en Norvège par rapport aux coalitions d'ouvriers aux grèves, &c.

Les Associations Ouvrières qui existent en Suède ont en général pour but de se procurer les vivres à bon marché ou bien de faciliter la vente des produits de leurs industries. Les dispositions de la loi par lesquelles le droit d'association est reconnu, se retrouvent dans les §§ 13 et 14 de l'Ordonnance Royale "concernant une plus grande extension de la liberté du travail," et j'ai l'honneur de se joindre un exemplaire de cette Ordonnance. Les cas de coalitions d'ouvriers ou de grèves ne se sont pas présentés jusqu'à présent.

En me réservant l'honneur de vous transmettre plus tard les renseignements demandés en Norvège, je saisis, &c.

(Signé) MANDERSTRÖM.

Enclosure 2 in No. 13.

Extract from the "Aftonblad."

ASSOCIATIONS OUVRIERES.—Non-seulement les idées d'association qui ont, semble-t-il, tant de peine à s'acclimater dans certains pays, paraissent devoir prospérer ici, mais encore on a lieu d'espérer qu'elles sont appelées à y prendre un développement inattendu, en s'appliquant aux intérêts de l'agriculture, ce qui pourrait bien être la solution de cette redoutable énigme posée en ce moment dans tant de pays et qui s'appelle "la question agricole." Du moins c'est ce qui résulte du rapport annuel que vient de publier pour 1866, la Société pour le progrès des Associations Ouvrières.

Quant à ces Associations proprement dites, qui se proposent le but général d'améliorer la condition sociale des travailleurs, il s'en est fondé à Stockholm, à Gothembourg, à Norrköping, à Gefle, à Oerebro. Ces sociétés sont en si bonne voie de succès que l'ambition leur est venue à presque toutes d'étendre le cercle de leur activité. Ainsi celle de Stockholm ne se propose rien moins, tout en se donnant un lieu de réunion, de doter la capitale d'un local, qui lui manque encore, pour les cours publics, les meetings, les concerts de grandes masses chorales. L'Association de Gothembourg, qui compte plus de 2,300 membres, organise, et avec succès, des expositions et des ventes d'articles fabriqués par les sociétaires et des établissements pour fournir à prix réduit, à ces derniers, les objets de première nécessité. A Norrköping, l'Association a constitué une société spéciale de commerce par actions; celle de Gefle fonde une société de consommation et une caisse d'épargne et de prêt.

En ce qui concerne les Associations dont le but est plus restreint, le Rapport signale l'établissement d'un Banque de prêt et de secours, à Wexiö, d'une société de consommation à Sundsvall, et une foule d'autres Associations dans diverses villes—à Gothembourg par exemple, pour l'exploitation d'ateliers mécaniques—à Norrköping pour la fabrication des tissus de laine. Il annonce l'établissement à Stockholm d'Associations de tailleurs, de peintres, de maçons, ceux-ci devant s'occuper de construire des habitations ouvrières, enfin la création d'une Banque populaire, dont les statuts n'attendent plus que la sanction royale.

Le Rapport signale en outre la création d'une société d'exportation à Gefle, d'une société d'importation à Kristianstad, d'une société pour l'achat, le sciage et le débit du bois de chauffage a Stockholm, &c.

Mois, encore une fois, ce qui frappe peut-être le plus dans ce document, c'est la partie qui traite de l'application de ces idées à l'agriculture, et des associations en voie de formation pour l'exportation des céréales et des bestiaux, et l'exploitation en commun des grandes fromageries et en général des produits de la ferme.

Il semble bien en effet que pour l'agriculture le salut doive en grande partie être là.

SWITZERLAND.

Switzerlan

No. 14.

Rear-Admiral Harris to Lord Stanley.—(Received May 24.)

MY LORD, Berne, May 22, 1867.

THE absence of the Federal Councillor charged with the Department of the Interior, who has been engaged at Paris in superintending the Swiss Commission at the Exhibition, has caused some delay in furnishing the information respecting trades unions in Switzerland, which I had requested in obedience to the instructions contained in your lordship's despatch of the 3rd ultimo.

I have now the honour to enclose the answer to my application, received yesterday, and I have supplemented the information contained therein by transmitting a work recently published by M. Moynier, at the request of the Swiss Commission for the Paris Exhibition, respecting the working classes in Switzerland, their institutions, and habits. It has obtained general approval, and I believe its statements may be relied on, though perhaps its style is a little too laudatory.

The result of my observations during a residence of nearly nine years in this country would incline me to differ from some of the causes assigned in the President's note for the non-existence of trades unions in Switzerland, or rather of the arbitrary and extravagant rules of societies, originally established for mutual assistance, which have recently come to light in England, and which will doubtless be eventually rebuked and put down by public opinion and Imperial legislation.

I believe the enactment and concealment of such rules would be nearly impossible in this country, owing to the comparative sparseness and scattered distribution of the population, rendering the combination of masses difficult, whilst the contracted area of legislation in each canton tends to make public every act of its inhabitants. The laws of "établissement" which exist throughout Switzerland, and which are quite at variance with our ideas of individual freedom, constitute great obstacles in the way of the migration of working men, on the one hand placing the master more at the mercy of his men, and inducing him to make fair concessions; on the other, preventing the inroad of large numbers of migratory operatives, who are frequently the originators of discord.

As respects the "ton hautain" alluded to in the President's note, I have not observed greater urbanity in the tone of the employer of labour in this country to his workmen than in others, nor in the deference or respect paid to him by those whom he employs. This must here, as elsewhere, depend upon the character of individuals.

To the causes above mentioned must be added the self-relying independence of the Swiss, his untiring industry, his patient endurance of want, and his strong common sense and shrewdness, causing him to look with suspicion and distrust on anyone who would interfere with his liberty of action.

I have, &c.

(Signed) E. A. J. HARRIS.

Enclosure in No. 14.

M. Fornerod to Rear-Admiral Harris.

Berne, le 17 Mai 1867.

LE Conseil Fédéral a l'honneur de fournir à son Excellence M. le Ministre de Sa Majesté Britannique près la Confédération Suisse les renseignements que lui a demandés la Légation Royale par la note du 15 Avril dernier comme suit:—

Il existe en Suisse des corporations industrielles, et ce sont des réunions de maîtres de différents métiers pour la sauvegarde de leurs intérêts techniques, industriels et mercantiles. Il y a, en outre, sociétés d'ouvriers, c'est-à-dire, des associations d'ouvriers et d'artisans, aussi de différentes professions, dans le but du perfectionnement intellectuel, de la recréation sociale, et de l'assistance mutuelle. Une des plus considérables de ces associations est la Société de Grutli, qui s'étend presque sur toute la Suisse. Il existe aussi en Suisse des sociétés de consommation ("co-operative stores").

En ce qui concerne, par contre, les trades unions, c'est-à-dire, des alliances d'ouvriers, dans un seul et même métier, pour maintenir et protéger leurs intérêts vis-à-vis

de leurs maîtres, ou des personnes qui leur donnent de l'ouvrage, comme c'est le cas dans la Grande Bretagne et ailleurs, il n'y en a point en Suisse, à l'exception d'une seule, savoir, l'association des Typographes Suisses (Typographenbund). C'est une réunion d'ouvriers imprimeurs qui, à l'instar de la société Allemande de Guttenberg, a été fondée en 1858 et qui comprend presque tous les ouvriers et apprentis imprimeurs de la Suisse.

Cette Association de Typographes a essentiellement pour but :—

(*a.*) De regulariser la concurrence des propriétaires d'imprimeries entr'eux vis-à-vis des personnes qui donnent de l'ouvrage en ce qui concerne les salaires et la répartition équitable des travaux publics ;

(*b.*) De sauvegarder les intérêts typographiques industriels vis-à-vis du public et de la législation ;

(*c.*) De régulariser l'apprentissage dans le sens d'une bonne éducation, et de restreindre le nombre des apprentis employés dans une imprimerie ;

(*d.*) De fixer les salaires à manière de pouvoir exister convenablement ;

(*e.*) De fonder et de perfectionner les institutions pour l'assistance et l'enseignement mutuels.

L'Association des Typographes n'est pas seulement destinée pour les apprentis et ouvriers, mais aussi pour les chefs d'imprimerie, attendu qu'il est dit aux sections 2 et 3 des statuts :

"La réalisation des buts particuliers de l'association incombe naturellement en partie aux chefs ou patrons, en partie aux ouvriers : et cela de telle manière que les chefs ont l'initiative et l'efficacité dans les points désignées sous lettres *a, b, c ;* les ouvriers, par contre, dans ceux indiquées sous lettres *d* et *e*. En outre, les chefs ou patrons et les ouvriers entrent en relation d'assistance mutuelle pour l'accomplissement des buts de l'association si cela paraît désirable et convenable à l'une ou à l'autre des parties.

Cette association de typographes a déjà maintenant, par son énergie, ainsi que par sa propagation étendue, obtenu maints succès notables. Elle n'a pas seulement réussi par différentes grèves ("strikes") à empêcher les maîtres de diminuer les salaires, ce que ceux-ci voulaient effectuer principalement en employant dans leurs imprimeries un trop grand nombre d'apprentis et d'ouvriers feminins, qui se contentaient d'un salaire tout-à-fait minime, mais aussi, en se joignant à l'agitation qui a réussi, d'abord en 1848, et ensuite en 1857, en Allemagne des imprimeurs et des compositeurs pour l'augmentation des salaires, en obtenant une augmentation semblable du salaire de 40 à 50 centimes pour 1,000 lettres, ou caractères d'imprimerie. Cette coalition des ouvriers imprimeurs fut si forte que les propriétaires d'imprimerie ne purent y résister, et quelques-uns à Berne et à Lausanne, qui repoussèrent opiniâtrement les réclamations de l'association des imprimeurs, tombèrent en discrédit, et, après un vain effort de faire exploiter leur industrie par des ouvriers feminins, durent enfin y renoncer entièrement, car l'association exerçait une discipline de fer, et ne permettait à aucun membre de travailler chez un chef d'imprimerie que l'association avait décrié.

La législation des Cantons Suisses s'est peu occupée jusqu'à présent des coalitions d'ouvriers. Celles-ci sont légalement permises partout, excepté dans le Canton de Zurich, où elles sont soumises à certaines restrictions. On peut attribuer à différentes causes que, malgré cella, des grèves en masse n'ont pas lieu en Suisse, à l'exception des cas sus-mentionnés. D'un côté, la différence sociale entre les maîtres et les ouvriers n'est pas si grande que dans maints autres pays ; l'égalité politique de tous les citoyens empêche les maîtres de prendre un ton hautain vis-à-vis de leurs ouvriers ; on cherche à les concilier et à prevenir à temps des mesures violentes par des concessions et des institutions en faveur des ouvriers. De l'autre côté, les classes ouvrières ne demeurent très-près les unes des autres, et n'ont dès-lors que peu d'occasions de s'entendre sur des démarches en commun. Une grande partie de l'industrie Suisse étant d'ailleurs industrie domestique, c'est-à-dire, une industrie qui peut être exploitée à côté d'autres occupations—*e.g.*, l'économie rurale, et dans laquelle l'intérêt de l'ouvrier n'est pas si exclusivement mis à requisition que là où il dépend entièrement de son activité industrielle—cela explique aussi pourquoi il n'arrive pas en Suisse de crises industrielles, et qu'il y a moins occasions à des grèves ("strikes") en masse.

Il faut encore ajouter à cela que la plupart des ouvriers qui sont dans de grandes fabriques ont en même temps une petite propriété foncière qui est exploitée à côté ; que par là, d'une part ils ne sont pas exposés lors de crises de cherté à être forcés de travailler à tout prix, mais d'autre part aussi qu'ils vivent simplement, que dans les bons jours ils ne presentent pas les donneurs d'ouvrage d'augmenter leurs salaires, en sorte que l'on conserve une certaine proportion durable de salaire ; que les mœurs sont aussi encore simples, et que le luxe et la prodigalité sont abhorés par le peuple Suisse : que chacun est accoutumé à travailler, et que des gens riches aussi ne se reposent pas jusque dans un âge avancé, mais conservent la direction supérieure de leurs affaires.

Enfin, la bonne éducation scolaire, dont jouit généralement la population ouvrière de la Suisse, la rend aussi plus facilement capable de juger de la situation d'une affaire, pour voir que le fabricant dans un temps difficile a sans cela assez à lutter, en sorte qu'on ne saurait attendre de lui des sacrifices, et que par la grève ils ne nuisent en définitif qu'à eux-mêmes, attendu que les commandes s'adressent à des concurrents étrangers.

Désirant que ces renseignements puissent être de quelque utilité au Gouvernement de Sa Majesté Britannique, le Conseil Fédéral saisit, &c.

Au nom du Conseil Fédéral,
Le Président de la Confédération.
(Signé) G. Fornerod.
Le Chancelier de la Confédération,
Schiess.

United States.

UNITED STATES.

No. 15.

Sir F. Bruce to Lord Stanley.—(Received May 18.

My Lord, Washington, May 6, 1867.

With reference to your despatch of the 3rd ultimo, instructing me to report on the action of trades unions in the United States, I have the honour to inform your Lordship that I have received a note from the assistant secretary of the Interior Department, stating that no reports or documents of the description required exist in that Department, and that he is unable to inform me where any authentic information on the subject is to be obtained.

I have, &c.
(Signed) Frederick Wright Bruce.

G.

FINANCIAL POSITION OF TRADE SOCIETIES.

Reports upon the Financial Position of the Amalgamated Society of Engineers and the Amalgamated Society of Carpenters and Joiners, drawn up at the request of the Trades Unions Commissioners by Robert Tucker, Esq., Actuary to the Pelican Assurance Company, and Alexander Glen Finlaison, Esq., Actuary of the National Debt ; with Evidence given in reply thereto by the Secretaries of the two Societies.

I.—Report by Mr. Robert Tucker.*

Mr. Tucker's Report.

70, Lombard Street, London, E.C.

Sir, 24th June 1867.

I have drawn up a memorandum as to the contributions required and the benefits promised by the Amalgamated Society of Carpenters and Joiners, and I now send it to you.

I am not sure that this is exactly what is wanted, but I daresay, if time will permit it, I shall be able to make any alterations that may be necessary.

I shall be prepared to be examined whenever you let me know that the Commissioners desire my attendance.

I am, &c.
J. H. Patteson, Esq., Robert Tucker.
1, Park Prospect, Westminster.

* Mr. Tucker's and Mr. Finlaison's Reports were appended, the one to the *Fourth Report*, and the other to the *Sixth Report*, of the Commissioners, and are here reprinted ; the Report of Mr. Finlaison having had, since its first publication, the advantage of revision by him. Mr. Tucker's oral evidence (*Fourth Report*, pp. 1, 13, and 40), as well as the evidence of Mr. Applegarth, Secretary of the Amalgamated Society of Carpenters and Joiners, and Mr. Allan, Secretary of the Amalgamated Society of Engineers (*Fourth Report*, pp, 4, 42, and 62), in reply to the Reports of Mr. Tucker and Mr. Finlaison, are also reprinted herewith.

G. FINANCIAL POSITION OF TRADE SOCIETIES.

Mr. Tucker's Report.

I have carefully perused the various documents which have been placed in my hands relating to the Amalgamated Engineers' Society and the Amalgamated Carpenters and Joiners' Society, for the purpose of testing the sufficiency or otherwise of the financial basis upon which these societies are constituted, and I beg leave to submit the following report :—

The rules of the Amalgamated Society of Carpenters and Joiners provide that each member shall pay a weekly contribution of 1*s.* to entitle him to an allowance of 12*s.* per week in sickness, a superannuation allowance of from 5*s.* to 8*s.* per week, according to the duration of his membership, and a funeral benefit of 12*l.*

The allowance in sickness does not appear to terminate nor the superannuation allowance to commence at any specified age.

Regarding this as an ordinary benefit society, and with a view to test the sufficiency of the contribution of 1*s.* weekly, it is necessary to fix upon a limiting age.

I have accordingly assumed in the first instance that all allowances in sickness will cease at 65, and that superannuation benefit will commence at this age. I have also assumed that the members' contributions are payable until the age of 65 only.

From the tables framed by Mr. Alex. Glen Finlaison and given in his report (second part) on friendly societies in 1854, it will be found that the monthly contributions payable until the age of 65 for—

1. An allowance of 12*s.* per week in sickness up to age 65.

2. A superannuation allowance from age 65 of 8*s.* per week to entrants up to age 40, and 7*s.* per week to those entering above 40.

3. A payment of 12*l.* at death should be as follows :—

Age at Entry.	Sickness.	Superannuation.	Death.	Total.	
	s. d.	*s. d.*	*d.*	*s. d.*	
25	1 3¼	2 2	4¼	3 10½	per month, or 2*l.* 6*s.* 6*d.* p.ann.
30	1 5	2 10	5¼	4 8¼	„ „ or 2*l.* 16*s.* 3*d.* „
35	1 6½	3 10	6¼	5 10½	„ „ or 3*l.* 10*s.* 9*d.* „
40	1 8½	5 5	7¼	7 9¼	„ „ or 4*l.* 13*s.* 3*d.* „
45	1 11	6 10	9¼	9 6¼	„ „ or 5*l.* 14*s.* 9*d.* „

Thus it will be seen that a contribution of 1*s.* per week, or 2*l.* 12*s.* per annum, payable until the age of 65, is insufficient to provide the above benefits in the case of all members entering at or above the age of 30, and that at age 45 it is not one-half of the proper sum.

Again, if instead of taking 65 as the probable period at which the contributions and sick benefits will terminate and the pensions commence, the age of 60 be substituted, then, from the same tables it may be gathered that the monthly contributions payable until the age 60 for—

1. 12*s.* a week in sickness up to 60.

2. A superannuation allowance from age of 60 of—
   8*s.* per week to entrants up to age 35.
   7*s.* „ „ „ from 35 to 42.
   5*s.* „ „ „ „ 42 to 45

3. 12*l.* at death should be as follows :—

Age at Entry.	Sickness.	Superannuation.	Death.	Total.	
	s. d.	*s. d.*	*d.*	*s. d.*	
25	1 2½	3 8½	5	5 4	per month, or 3*l.* 4*s.* 0*d.* p.ann.
30	1 3½	5 0	6	6 9⅓	„ „ or 4*l.* 1*s.* 6*d.* „
35	1 5	6 10	7	8 13	„ „ or 5*l.* 6*s.* 0*d.* „
40	1 6½	8 7½	8½	10 10½	„ „ or 6*l.* 10*s.* 6*d.* „
45	1 8½	9 5	11	12 0½	„ „ or 7*l.* 14*s.* 6*d.* „

So that upon the assumption that the members of the society enter the pension list at the age of 60, it appears that their contribution of 1*s.* weekly is quite inadequate at all the above ages, and that at age 45 it is barely one-third of the amount required to provide the above benefits alone.

Moreover in these payments no provision is made for expenses of management; and it is assumed that *the total amount received under the foregoing scales of contribution*, less payments under the head of sickness, superannuation, and funeral benefit only, will be invested and accumulated at 3*l.* 5*s.* per cent. per annum compound interest.

In the statement of net income and expenditure for the year 1865, the expenditure of the society appears to have been 6,733*l.* 11*s.* 5*d.*, out of which 1,634*l.* 19*s.* 5*d.* only was paid for allowances in sickness, superannuation, and for funerals.

	£	*s.*	*d.*
1865. Income	10,487	15	0
Disbursements and expenses of management	6,733	11	5
Reserve for sickness, funeral benefits, and superannuations	3,754	3	7
Paid for same 1865	1,634	19	5
Sum applicable for the payment of sick allowances, funerals, and superannuations, being rather more than 50 per cent. of the total income	5,389	3	0

In 1866 the expenditure appears to have been 11,808*l.* 9*s.*, of which only 2,669*l.* 11*s.* 2*d.* was appropriated for sick allowances and payments at death.

The working expenses of the society appears to be nearly 20 per cent. of its gross income; but if to this we add the disbursements under the various heads of "Trades Privileges," "Accidents," "Emigration," &c., it will be found that scarcely more than 50 per cent. of the income of the society from the weekly contributions of the members is applicable to the payment of allowances in sickness, superannuation, and at death.

These facts contain conclusive evidence of the inadequacy of the contribution of 1*s.* per week to provide such of the benefits held out to the members as come within the scope of an ordinary friendly society; and I have shown what, under the suppositions made as to the period when superannuation will begin, the monthly contributions should be . . A glance at the tables will show that the payments necessary to provide for the allowances in sickness and at death are small when compared with those required to secure the pensions in old age, and it will be seen how materially the latter depend upon the age at which these pensions are to be entered upon. For instance, suppose superannuation to begin at age 60 instead of at 65, this alteration has the effect of increasing the computed payments for this benefit of those who enter the society at age 25 to the extent of upwards of 50 per cent. It is therefore very important that in adjusting the contributions necessary to provide for pensions in old age those pensions should not be supposed to be entered upon later in life than they actually will be. Now, according to the rules, any member who has attained the age of 50 and has been 12 years enrolled, is entitled to a pension, and the society is really liable to pay—

To entrants under 25, 8*s.* per week from age 50.
„ „ 32, 7*s.* „ „
„ „ 38, 5*s.* „ „

And to entrants above 38, 5*s.* per week after 12 years membership, the annual contribution necessary to provide for which would be—

	£	*s.*	*d.*		£	*s.*	*d.*
At age 25 -	5	19	0	At age 40 - -	10	0	10
„ 30 -	7	7	10	„ 45 - -	8	10	6
„ 35 -	7	18	10				

Whereas to meet these demands, if we adopt the society's own estimate and deduct 3*d.* from the weekly contribution of 1*s.* to provide the allowances in sickness and if we suppose the payments at death to be met by the deduction of an additional 1*d.*, there will remain only 8*d.* per week, or 1*l.* 14*s.* 8*d.* per annum, for this purpose.

But it may be argued that to suppose the contributions will cease, and superannuation be claimed as early as the rules permit, is to take an extreme view of the liability of the society, and perhaps this may be so, but it must be borne in mind that if the society adopt the system of fixing minimum wages, below which the members are prohibited from accepting work, such a rule, if strictly adhered to, must have the effect of forcing the men to avail themselves of the superannuation allowance sooner than they otherwise would claim it, and the higher such minimums were fixed he more powerfully would it so operate.

As regards the various benefits held out by the society: 1.) To members out of work from causes other than sickness: (2.) Upon the loss of trade tools; (3.) Emigration (the payments for which under the first head appear to be considerable). There are no means of calculating with any confidence beforehand the contributions necessary to provide such, but whatever those contributions should be, it is certain that no provision for them whatever exists in the present contributions of the members.

Under these circumstances, and considering that the contribution of 1*s.* per week with the aid of the entrance fees payable, will be found insufficient to satisfy the claims of the members for allowance in sickness and old age, and to provide the sums payable at death, after payment of the expenses of management attending the same, it is impossible to avoid the conclusion that if the society continues to be conducted upon its present footing, although a continued influx of new members may defer the period, the Amalgamated Carpenters' and Joiners' Society must ultimately become bankrupt, a result which cannot fail to be attended with very great disappointment and hardship to many of the members.

The Amalgamated Engineers, &c., Society is so similar to the Amalgamated Carpenters and Joiners' Society—the latter being, I believe, to a great extent a copy of the former—that I have not thought it necessary to submit separate calculations for it, and the above will, I have no doubt, very fairly apply to it. But inasmuch as the Engineers, &c., Society has been longer in existence than the Carpenters' Society, it will probably be the first to collapse.

It appears that the income of the Engineers' Society in 1866 was 83,203*l.* 19*s.* 8½*d.*, and the expenditure 60,448*l.* 5*s.* 4*d.* Of this latter sum only 23,689*l.* 1*s.* 11*d.* was distributed in sick, superannuation, and funeral benefits.

Both societies have been long enough in existence to admit of their pecuniary position being tested by a detailed valuation of their assets and liabilities. It is important in the interest of the members that such valuations should be made at stated periods: there is no better way of ascertaining whether the contributions are sufficient to meet the benefits promised.

A separate contribution should be made and distinct accounts kept for each benefit; and in respect of superannuation and funeral allowances the payments should be graduated according to the age of the members at the time of admission.

The expenses of such societies should also be met by separate subscriptions.

70, Lombard Street,
24th June 1867.

ROBERT TUCKER.

II.—ADDENDA to Mr. TUCKER'S REPORT.

AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS.

Expenditure, 1865.

	£	s.	d.	£	s.	d.
Trade purposes:—						
Donations and travellers	291	16	2½			
Sending men to situations	47	16	8			
Tool benefit	114	4	11½			
Accident	200	0	0			
Trade privileges	1,941	8	1½			
Grants from benevolent, &c. fund	190	10	0			
Subscription to trades council	5	0	0			
				2,790	15	11½
Expenses of management:—						
Medical certificates	3	8	0			
Secretaries' salaries	386	0	7½			
Treasurer's salary	85	3	1			
Branch officers and committees	265	10	10			
Sick stewards	63	10	10			
Banking expenses	39	15	10			
Auditing accounts	55	17	11			
Rent	200	19	11			
Coals and gas	1	15	2			
Printing and stationery	524	18	9½			
Postage and parcels	147	8	0½			
Delegations	217	17	5			
Boxes, bags, and repairs	114	15	2			
Gen. office and branch seals	101	17	0			
Office fixtures	17	17	8			
Insurance	2	9	0			
Law expenses	25	5	0			
Telegrams	1	8	6			
Council meetings	50	13	10½			
Errors	0	3	5			
Bad coin	1	0	0			
				2,307	16	1
Benefits:—						
Sick	1,369	15	5			
Funeral	257	10	0			
Superannuation	7	14	0			
				1,634	19	5
Expenditure 1865				6,733	11	5½
Surplus 1865				3,754	3	6½
Income 1865				£10,487	15	0

Expenditure, 1866.

	£	s.	d.	£	s.	d.
Trade purposes:—						
Donations and travellers	1,253	8	0			
Sending members to situations	81	7	8½			
Tools benefit	362	0	9			
Accident	360	0	0			
Trade privileges	2,524	17	9			
Grants and loans from contingent funds	379	18	2			
Subscription to trade councils	15	0	0			
				4,976	12	4½
Expenses of management:—						
Medical certificates	68	13	9			
Secretaries' salaries	566	19	7			
Treasurers' salaries	163	13	5			
Branch officers and committees	375	5	0			
Sick stewards	97	17	10			
Banking expenses	59	19	5			
Auditing	96	4	8			
Rent, gas, and coals	286	8	8			
Printing and stationery	1,052	17	8			
Postage and parcels	228	5	1½			
Delegations	567	16	2			
Money orders	17	0	1			
Council meetings	65	12	6			
Chairman of delegate meeting	18	12	0			
Plymouth delegate	15	14	2			
General secretary's expenses	8	15	9			
Rent of room for delegate meeting	3	0	0			
Gratuity to messenger at meeting	1	0	0			
Boxes, bags, office furniture, and repairs	128	17	3½			
Branch seals	43	12	0			
Insurance	2	4	6			
Law expenses	204	7	6½			
Telegrams	3	18	11			
Defalcations	83	19	3½			
Bad coin	0	6	10			
Errors	1	2	5½			
				4,162	5	6½
Benefits:—						
Sick	2,246	1	2			
Funeral	423	10	0			
				2,669	11	2
Expenditure 1866				£11,808	9	1
Surplus 1866				4,731	10	8
Income 1866				£16,539	19	9

Trade purposes	£2,790 15 11½	or 26·61 per cent. on income,
Expenses of management	2,307 16 1	or 22·00 per cent. on income.
Benefits paid	1,634 19 5	or 51·39 per cent. on income.
Reserve for future benefits	3,754 3 6½	

Trade expenses	£4,976 12 4½	or 30 per cent. on income.
Expenses of management	4,162 5 6½	or 25 per cent. on income.
Benefit paid	2,669 11 2	or 45 per cent. on income.
Reserve for future benefits	4,731 10 8	

AMALGAMATED SOCIETY OF ENGINEERS.

Expenditure 1866.

Trade expenses				£26,602	8	2
Expenses of management				10,156	15	3
Benefits:—						
Sick	13,137	7	7			
Funeral	5,319	0	0			
Superannuation	5,232	14	4			
Carried forward				£23,689	1	11

Brought forward		£23,689	1 11
Expenditure 1866		60,448	5 4
Surplus 1866		22,755	14 4½
Income 1866		£83,203	19 8½

Trade expenses, 32 per cent. on income.
Expenses of management, 12·2 per cent. on income.
Benefits paid and reserved, 55·8 per cent. on income.

G. FINANCIAL POSITION OF TRADE SOCIETIES.

Mr. Tucker's Report.

If the contributions of a benefit society are sufficient to secure the benefits promised, the amount of its funds at any time should be the total sum received and improved at interest, less the disbursements on account of benefits insured and expenses of management.

If any money has been devoted to other purposes, the society would be deficient to the extent of the sums so appropriated and interest thereon.

In the case of the Amalgamated Society of Carpenters and Joiners, the fund in hand in seven years ending 1866 amounts to 13,052*l.*; but within this period the society has paid 9,840*l.* for trade privileges, donations, &c., consequently, without reckoning interest on this outlay, the fund ought to amount to 22,892*l.* But it has been stated that the contribution of 1*s.* weekly is not sufficient to secure the benefits promised, and it is accordingly found, on making a valuation of the liabilities of the society, that the fund in hand ought to be about 85,000*l.*

In this valuation it was necessary to make certain assumptions, and one of these, viz., that no claim for superannuation benefit would be made on the society for 35 years, is so manifestly in its favour that it far outweighs any assumption of a contrary nature.

In the case of the Amalgamated Society of Engineers the funds in hand in sixteen years ending 1866 amount to 138,113*l.*; but within this period the society has paid in donations, accidents, assistance to other trades, &c. 334,648*l.*, and, without adding interest to this outlay, the fund ought to amount to 472,761*l.*

In estimating the liabilities of this society, and assuming that no claim will be made for superannuation benefit for 30 years, the total liability is found to amount to 679,734*l.*

This society has already paid for superannuation benefit 32,167*l.*, and is now paying about 5000*l.* annually.

AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS.

Estimated Liability of the Society on the 31st December 1866.

Number of Members, 8,000, paying 2*l.* 12*s.* per annum each, or 20,800*l.* in all. For which each Member is entitled to,—

12*s.* per week in sickness.

8*s.* per week after 25 years if 50 years of age; 12*l.* funeral money.

Assume the average age of the Members to be 25 years, and that no claim will be made on the Society for superannuation benefit for 35 years.

Present value of 12*s.* per week in sickness to each Member up to the age of 60 (13·636×8,000)	£109,088
Present value of 8*s.* per week to each Member to commence at age 60 (39·84×8,000)	318,720
Present value of 12*l.* payable on the death of each Member (4·338×8,000)	34,704
	£462,512
Present value of 2*l.* 12*s.* per annum payable by each Member up to age 60 (47·138×8,000)	377,104
Estimated liability	£85,408

AMALGAMATED SOCIETY OF ENGINEERS, &c.

Estimated Liability of the Society on the 31st December 1866.

Number of Members, 33,000, paying 2*l.* 12*s.* per annum each, or 85,800*l.* in all; for which each Member is entitled to,

10*s.* per week in sickness.

8*s.* per week after 25 years, if after 50 years of age.

12*l.* funeral money.

Assume the average age of the Members to be 30 years, and that no claim will be made on the Society for superannuation benefit for 30 years.

Present value of 10*s.* per week in sickness to each Member up to the age of 60 (11·119×33,000)	£366,927
Present value of 8*s.* per week to each Member, to commence at age 60 (48·95×33,000)	1,615,350
Present value of 12*l.* payable on the death of each Member (4·729×33,000)	156,057
	£2,138,334
Present value of 2*l.* 12*s.* per annum payable by each Member up to age 60 (44·2×33,000)	1,458,600
Estimated liability	£679,734

III.—LETTER subsequently received from Mr. TUCKER.

Pelican Life Office, 70, Lombard Street,
London, E.C., 12th July 1867.

DEAR SIR, *Trades Union Commission.*

I SEND you according to promise a copy of the rules and tables of the United Provident Institution established at Finchley 6th March 1847.

On reference to Table 6* it will be seen that the contributions required by this society for deferred annuities are much higher than the net values given in the first specimen table of my report, and yet in Mr. Neison's valuation of the assets and liabilities of the Finchley Provident Institution, dated the 12th of March 1860, a copy of which I also enclose, the surplus of the deferred annuity fund was only 2*l.* 6*s.* 9*d.*

The amount of subscriptions in the branch is very small, and I believe it will be found generally that benefit societies confine their business chiefly to insuring against sickness and death.

Adverting to the evidence given by Mr. Applegarth, I do not for a moment doubt the truth of his statement that the members of his society would be willing to make good any deficiency in the funds. As far as providing funds to secure the sick and funeral benefits, the pecuniary sacrifice entailed on the members may not be great, but I fear the ability of the society to fulfil its promises in respect of superannuation benefit. To illustrate my meaning I will give one example, and I will make as low an estimate as possible of the liability under this head, by using a table giving a high rate of mortality, such as that indicated by the Northampton table.

According to this table, out of 4,760 persons living at the age of 25, 2,857 would be alive at the age of 50, that is, about 600 out of every 1,000. If 1,000 members, aged 25, subscribe for a superannuation benefit of 8*s.* per week, to commence at age 50, the 600 survivors would be entitled to 12,480*l.* per annum for the remainder of their lives, and the society ought to have in hand to meet such payment 155,200*l.*

It would no doubt be urged that owing to the number of members who annually leave the society, the above result is not likely to be produced in 25 years. But whether it be 25 or 35, or even longer, I entertain no doubt whatever that should the society continue to exist a time will come when its engagements will be too large to be met by "extra payments, whips, and levies," and those members who have looked forward to a provision for old age or when incapacitated for labour will be disappointed.

I am, &c.,

J. H. Patteson, esq. ROBERT TUCKER.

* This table will be found printed in Mr. Tucker's evidence of the 23rd July 1867, *post*, p. 211.

IV.—REPORT by Mr. ALEXANDER GLEN FINLAISON.*

Mr. Finlaison's Report.

National Debt Office,
Sept. 25, 1867.

SIR,

IN conformity with the desire of the Trades Unions Commission that I should examine the several rules and reports of the "Amalgamated Society of Engineers," and of the "Amalgamated Society of Carpenters and Joiners," and advise the Commissioners as to my opinion of the

* The oral evidence given by Mr. Finlaison, previously to the drawing up of this Report, will be found at p. 79 of the *Fourth Report* of the Commissioners.

pecuniary soundness, or the contrary, of the institutions to which these documents respectively apply, I beg leave to submit the following statement of the views which I entertain of the condition and regulations of the associations in question, and of the prospects which in my judgment they severally have of permanently being in a situation to fulfil their various engagements.

The position, in a pecuniary aspect, of the Amalgamated Society of Carpenters and Joiners having already been subjected to professional examination, I have proceeded to deal, first in order, with the condition of the Amalgamated Society of Engineers, and I find that at the close of the year 1866, the date of the last report of the general secretary of the society, the association was composed of 33,007 members. It possessed at the period just mentioned a capital of 138,113*l.*, exclusive of a sum of 10,068*l.* arrears of contribution, &c., then due to the fund.

The principal rules of the society are to the following effect:—

Admission at any age from 21 to 40 years.

Evidence as to age, character, and health is required. If certified as unfit for admission to the sickness benefit, the member may join nevertheless, on contributing for all the other benefits, at a somewhat lower rate of subscription. No deaf and dumb, or cripple, or maimed, or subject to fits, or deprived of one eye, being above 30, is admissible.

The contributions are as follows:—An entrance fee ranging from 15*s.* to 50*s.*, and a weekly subscription of 1*s.*

The contributions are payable for the benefits held out by the rules, *and such other objects as the rules contemplate.*

Members are likewise subject to levies. But no levy can be enforced unless carried by a majority of votes.

Members are exempt from payment of contributions and levies during their receipt of benefit.

The benefits consist of weekly allowances in sickness; pensions in old age; sums at death; and liberal compensation in case of accident, or loss of limb, or loss of faculties. A small sum in case of loss of tools by fire is also assured; and further, weekly donations while out of employment.

The sickness benefit is 10*s.* per week for 26 weeks, and 5*s.* per week for the remainder of the sickness. All claims to this allowance cease when the pension in superannuation commences. The pension in superannuation consists of a weekly allowance for life when the member has been in the society—

30 years, of 9*s.* per week, or 23*l.* 8*s.* per annum,
or 25 years, of 8*s.* „ or 20*l.* 16*s.* „
or 18 years successively of 7*s.*, or 18*l.* 4*s.* „

The stipulation that the member shall have been successively 25 or 30 years in the society being omitted in respect of the two higher amounts of pension.

The sums payable on death are 12*l.* on the death of a member, or 5*l.* at the death of a member's wife, in which case and at the subsequent death of the member the balance of 7*l.* only is payable.

The compensation in case of accident entailing loss of limb or in other severe afflictions such as blindness, paralysis, epilepsy, &c., is to the very liberal extent of 100*l.* It would at first seem to be a compulsory commutation of all the other benefits in cases where the member has not been in the society 18 years, or has not attained the age of 50. But the third section of rule 23 states that "Any member "having received the benefit of this rule and who is "entitled to benefit in case of sickness, may continue to "be entitled to sick and funeral benefit by paying contri- "bution at the rate of 6*d.* per week. No member to "receive benefit for the same complaint which entitled him "to the 100*l.*" As no period is stated in this rule for the cessation of the right to claim sickness allowance, it is possible that the benefit may be permitted to continue for life. The acceptance of the 100*l.* clearly extinguishes the claim to superannuation. But the denial of this benefit, which, in ordinary cases, puts an end to the receipt of sickness allowance, would seem by implication to give permanence to the claim to allowance in sickness. Under any circumstances the provisions of this rule make an important addendum to the normal risk of claims for sickness likely to arise from among the members at large, because the composition leaves a class of contributors with acknowledged damaged constitutions, assured for the benefit, and this too at a very low rate of contribution.

The liability for assurance against fire is comparatively so small in extent that it may safely be allowed to escape consideration in the presence of far heavier risks.

But there is one other item of expenditure which is of much importance. This is the annual outgoing for donations to members out of employment. The disbursements under this head transcend in amount any one of the other charges; and on the average of the last five years has pressed on the resources of the fund with nearly double the weight of the demands for allowances in sickness. Under this head, there is allowed to the member while out of employment—

10*s.* per week for 14 weeks,
7*s.* „ for 30 do.
6*s.* „ for 8 do.

or within 2*s.* of 20*l.* for the 52 weeks of the years.

And in this channel during the last five years has been expended 125,046*l.* The outgoing for sickness allowances during the same period has been 64,538*l.*

The above summary of the benefits guaranteed suggests the reflection that the engagements entered into by the Amalgamated Society of Engineers are onerous; in consideration of a contribution of 52*s.* a year.

But the fund relies upon two important resources not always taken into account in benefit clubs. It relies in some measure, it is said, upon the faculty of levying extra contributions; but it relies also in a much greater degree upon the non-appearance at a future period of the bulk of its present contributors; in other words upon secession.

The rule concerning levies is not very clear or decisive. It states that the council may consult the members on the propriety of raising a contingent fund, a benevolent fund, or a fund for granting assistance to other trades. But no levies are to be enforced unless carried by a majority of votes. Again, a large class of members is exempt from payment of levies.

It is not apparent that, under the above rule, levies can be made expressly for the purpose of supplementing deficient contributions unless the provision for a contingent fund may be interpreted to be applicable, if necessary, to this object. But, in any event, for a levy the consent of a majority is indispensable, and the reluctance to self-taxation is proverbial. There is no trace in the annual receipts of the society of any recourse to the practice. Even admitting that it might be overcome on a few occasions, there is a strong probability that a persistence in the infliction of levies would speedily bring about a break-up of the society, through the inducement given to the younger members to form new associations and to leave the old and chargeable members to shift for themselves. From a dread of this result permanent reliance can never be placed on a system of levies raised in aid of insufficient regular contributions.

The safeguard principally relied upon is secession. Much stress is laid, and very fairly so, upon the influence which this auxiliary will probably have on the claims to benefit.

There is no reason to doubt that the influence of secession has always had a powerful effect on the affairs of benefit clubs. In the statistics supplied by the returns from the friendly societies of England and Wales it has been perceived that the outflow of secession prevails to an extent and takes place with such constancy as to assume all the features of a law. In small clubs, with their limited transactions, there may be grounds for refusing to take it into account, through fear of oscillation and abnormal effects arising out of a casual operation of the principle. But in large associations there does not seem to be any reason to fear that the effect of secession will not always be felt with perfect regularity, nor that a certain but considerable per-centage of the members will not annually disappear from causes independent of removal by death. Caprice, displeasure, or distaste will have some weight; retirement, by reason of removal to remote places of employment, or expulsion for contravention of rules, or for other reasons, will bring about withdrawal. But there is one cause, greatest of all, which will assert its predominance, namely, inability to keep up the necessary payments. Each and all of the above forces act, for obvious reasons, with the greatest power at the younger ages; and, although the ratio of their combined effect diminishes with advancing age, it does not quickly disappear, but continues to exert an influence up to the period when the benefit of a provision for old age generally commences.

The question then arises as to the degree of force and regularity with which the probability of secession will come into play.

A reference to the Digest of Returns relating to Friendly Societies in England and Wales, published by order of the House of Commons in 1853 (Parl. Paper, No. 955), will supply information of the per-centage of secession that takes place at each age among the contributors to benefit clubs.

There is much reason to surmise that a very large proportion of those who secede from their clubs rejoin them at an early opportunity. The expediency of such a course

G. FINANCIAL POSITION OF TRADE SOCIETIES.

Mr. Finlaison's Report.

makes its pursuit more than probable. It is in evidence that this is also the belief of the general manager of the Amalgamated Society of Carpenters and Joiners; for he deposes that it is a common occurrence in all trade societies for the members to rejoin three and four times over. Under these circumstances, one individual perhaps having supplied two or three examples of desertion, the actual nett permanent secession will be much less than that which is set down in the gross. In many instances, again, there are placed to the account of secession cases in which the candidate has abstained from qualifying himself for admission by payment of his entrance fee, and not seldom the candidate is found to labour under disqualfications which by the rules of the society rendered him altogether ineligible as a member. In both these cases the removal of the newly elected from the list of members is wrongfully put to the account of secession. The growing certainty that a man will obtain a pension by adhering to the fund will also act in time as a powerful check on desertion; for it is not likely that men will leave the society at their former rate when they remark a growing pension list of thousands a year. The rate of exclusion returned therefore requires generally some considerable modification.

On these grounds I am led to consider that a scale of secession, such as fairly represents the real extent of withdrawal from the roll of permanent members, may be framed after attentive observation of the friendly society experience. For the purpose of dealing accurately with certain important public interests, it has been my duty to attempt the construction of a table of this description. The nature and details of this computation of the probable decrement caused by secession among the members of benefit clubs were carefully set forth and published between eight and nine years ago in the Appendix to the Report of the Commission for Manning the Royal Navy. I am of opinion that the scale in question may be taken to represent correctly the extent of secession which usually prevails in large benefit societies of the ordinary class. Stated in an abbreviated form, the scale of secession, that is, the per-centage of withdrawal out of 100 men present at each age, which has been adopted by me for the normal rate, is as follows:

Medium age.	Secession, per cent.
18	2·714
23	2·841
28	1·995
33	1·661
38	1·026
43	·824
48	·570
53	·520
58	·451

When this measure of secession is combined in the proper technical manner with the law of mortality, the number present in great benefit societies at each successive year of life, out of a certain number starting at any one particular age, is brought under observation.

For instance, where the mortality is that found to prevail among the members of friendly societies,* and the rate of secession is in the ratio of that above set forth, the decrement by reason of the two combined causes alluded to, which would take place among 100,000 men starting at the age of 18, is as under mentioned. And in order to judge of the force of the principle of secession, the decrease, through the agency of mortality only, in a similar body of men at the age of 18, is supplied for the purpose of comparison:

Age.	Number present Mortality and Secession.	Number living Mortality only.
18	100,000	100,000
20	92,744	98,069
25	77,076	93,941
30	65,849	89,721
35	57,105	84,922
40	50,220	79,277
45	44,464	73,334
50	39,672	67,574
55	34,710	60,746
60	29,297	52,489

From these results it may be gathered that where the effect of mortality by itself would be the reduction of a force of 100,000 men first observed at the age of 18, to a corps of but 52,489 men at the age of 60, the further effect of secession would at the same age of 60 have reduced that force to the much lesser number of 29,297 persons. No small weight therefore is given to the effect of secession, in the above computation framed, in recognition of its influence.

On carrying the process a step further, and on combining the above tables respectively with a suitable rate of interest common to both, the present value of a life annuity at each age can be shown; and the additional force of secession in contrast with the effect produced merely by mortality alone will perhaps be more clearly appreciable where the results are shown in a pecuniary form

Medium age.	Present value, Life Annuity.	
	Mortality only.	Mortality and Secession.
	£	£
18	20,438	14,864
20	20,174	15,013
25	19,285	15,436
30	18,250	15,514
35	17,162	15,333
40	16,074	14,834
45	14,875	14,050
50	13,420	12,882
55	11,923	11,619
60	10,500	10,408

It is by this table, where the elements of mortality and secession united supply the results above set forth, that the worth in ready money of the engagements and resources of the Amalgamated Society of Engineers has in the present inquiry been subjected to computation.

Of the 33,007 members of which the Amalgamated Engineers Society was composed at the close of 1866, 3,639 were admitted during the year, 376 died, and 1,137 were excluded during the same period. One-half of the admissions therefore falls to be deducted, and one-half the deaths and exclusions has to be added to obtain the mean number of members present during the whole of the year; namely, 31,944 persons.

The average age of the 3,639 candidates admitted members during the twelvemonths is stated to have been 26½ years. It is a singular coincidence, if it be nothing more, that from certain returns prepared during the present year for the purpose of determining a question relative to the wages of the artificers employed in the royal dockyards, it appears that the average age at entry of 9,486 artificers is $26\frac{3}{10}$ years (Parl. Paper, No. 454, App. to).

It has been stated that 1,137 persons enrolled as members were excluded during the year 1866. But among these, a reference to the appendix (pp. 404-421) to the report of that year, shows that 164 of the number never were members *de facto* at all, not having been eligible from over age, or under age, or from want of character, or not having qualified themselves by payment of entrance fees for admission to the society. Nearly 14½ per cent. were not in the category of secession therefore, and the real seceders were in truth but 973, in number out of the 1,137 set down as excluded.

Again, out of the 376 deaths, 11 were those of non-free members, leaving 365 as the number of deaths which took place among the free members.

No one of the 3,639 members admitted during 1866 could claim the position of a free member until the year expired. The number of free members at the end of the year was therefore but 29,368 out of the 33,007 on the books. But as during the year 365 free members died, and as 973 persons qualified to be free members (though perhaps not all such in fact) were excluded, one half the sum of these two numbers, that is to say, 669 persons, must be added to the 29,368 members above mentioned to give the mean number of free contributors present during the year, viz., 30,037 for the average strength, out of which 365 deaths took place; and these facts being given, from them it results that the mortality among the members during the year was at the rate of 1·215 per cent. on the average.

A reference to the table of mortality deduced from the experience of the friendly societies of the metropolitan province, and published in the "Return to an order of the "Hon. House of Commons, dated 11th August 1854, for "copies of reports and tables by the actuary of the National "Debt Office on the subject of sickness and mortality "among the members of friendly societies" (Parl. Paper, 506) will disclose that the above-mentioned rate of mortality corresponds very nearly with that assigned to males of the age of 35 years.

From the means available for the purpose the mean age of the artificers employed in the royal dockyards was computed to be 37 years. Accordingly, in placing the mean

* Report on Friendly Societies, Part 2, 1854. Parl. Paper, 506.

age of the members of the Amalgamated Society of Engineers at 35 years, there will probably be no discrepancy with the fact; and most certainly there will be no unfavourable view taken of the case in proceeding to a valuation of the benefits on this basis.

It has been stated before the Commission on competent testimony that the members of the Amalgamated Society generally failed to earn the full rate of wages, or in other words decayed in their powers, about the age of 58. On authority already alluded to it is found that the dockyard artificers are usually pensioned at the age of 56. Ample liberality will be extended to the case of the Amalgamated Engineers, therefore, if the probable average age of the members at the period of their entering upon the superannuation allowance is placed at 60 years.

The mean age of the members at present on the pension list is quite another thing. In the absence of positive information it must be a matter of estimate. But looking at the progress and rapid increase of this item of charge, which within the last four or five years has grown up from 2,654*l.* per annum in 1862, to 5,232*l.*, or double the amount, in 1866, and which observed much the same rate of growth in the five years ending with 1862; keeping in view also the probable age on admission to the list, it will perhaps be no unfair assumption which puts the mean age of all the superannuated members now on the pension list at the age of 66.

As the sick allowance ceases when the superannuation allowance commences, the duration of the first-mentioned benefit does not go beyond the age of 60 years.

For similar reasons, as the payment of contribution ceases when the benefit of superannuation is entered upon, the yearly contribution is in the nature of a temporary life annuity ceasing at the age of 60. But its ordinary value is subject to two causes of diminution. One is the suspension of its payment during any receipt of sickness benefit by the contributor. The other cause, which is of more importance, has been alluded to already.

It is at this point that it should be observed that the influence of secession is trenchant both ways. If it diminishes the probability of any future claims, so also does it reduce the probability of any constant future payment by the members. The value therefore of the temporary life annuity is proportionately decreased by the effect of the secession so much relied upon in another direction; and the gain is not all on the side of those assuring the benefits. The real nett liability of the fund is a question of balance between the present value of the benefits assured, and the present value of the contribution assets. The further question of the solvency of the fund is determined by the relation borne by that balance to the tangible assets which should be in hand to meet and liquidate it. But reserving this last matter for future decision, it is clear as far as regards the value of the contribution payable by the members of the Amalgamated Society, that it is deteriorated in worth by the two causes above mentioned, namely, occasional suspension and secession.

It is necessary to advert to one other point in taking account of the society's position. The rate of interest at which the tangible funds in hand, and those falling in by future contribution, are assumed to be laid up for improvement is a point of some moment. From the information supplied by the report it is shown that the balance at the credit of the society at the close of the year 1866 was 138,113*l.* The balance at the close of 1865 was 115,357*l.* A medium between these two sums shows that the probable average balance in hand during the year was 126,735*l.* Credit is further taken in the statement of income and expenditure for the receipt during the year of 3,658*l.* 12*s.* 0*d.* bank interest. From these data, therefore, it would appear that the yearly rate of improvement of the whole capital in hand was about 2*l.* 17*s.* 9*d.* per cent. on the average.

Consequently, in giving the society credit for being capable in the long run of accumulating their funds at the rate of 3¼ per cent. per annum, and in discounting their liabilities in the valuation at this rate of interest, a further step of advantage is conceded in favour of the position of the association.

Practical application of the foregoing considerations to the engagements and resources of the society will now follow.

The number of members, contributing, and non-contributing, who are assured are respectively as under-mentioned The report states that at the close of the year 1866, 33,000 members remained assured. Of this number, however, a certain portion was in receipt of superannuation allowances, which allowances in their aggregate amounted to 5632*l.* per annum. Dividing this outgoing by the lowest average year's rate of pension, viz., 18*l.* 4*s.* 0*d.*, in order to reduce to a minimum the amount of charge in the other branches, it would appear that 287 members are no longer paying contributions, by reason of their position on the superannuation list. There remained, therefore, at the close of the year 1866 32,720 contributing members, assured for all the benefits contemplated under the society's rules.

From this fact a conclusion follows, which has not perhaps attracted sufficient attention. The number of members being on a very large scale the engagements of the society are of corresponding dimensions. 10*s.* a week in sickness being guaranteed to each of 32,720 members, it follows that 16,360*l.* per week in sickness is the allowance assured to the whole mass. The average annuity in old age being taken at 20*l.* 16*s.* per man, it follows that a dension for life of 680,576*l.* per annum is assured to the collective body. And 12*l.* at death being the sum assured to each member, it results that the sum assured to the whole corps of contributors is 392,640*l.* Further, a reference to the printed annual statement shows that in addition to these contingent benefits there is as already stated absolutely at present in course of payment pensions to the amount of 5,232*l.* per annum.

On the other hand there is forthcoming from the members a contribution of 1*s.* a week per man, which in the aggregate produces a revenue of 85,072*l.* per annum.

Valued in the ordinary way by the tables contained in the Report on Friendly Societies, Part 2nd, 1854, like the engagements and contributions of any common benefit society, the liabilities and assets of the Amalgamated Engineers can be shown to be as under mentioned:

STATEMENT.

Liabilities:					
To present value £16,360 weekly allowance in sickness until 60				£355,339	0 0
„ „ 680,576 per annum pensions for life after 60				1,985,512	0 0
„ „ 392,640 sums payable on death				168,167	0 0
„ „ 5,232 pensions at present in course of payment				44,697	0 0
	Liabilities			2,553,715	0 0
Assets:					
By present value £85,072 yearly contribution payable until 60		1,254,395	0 0		
„ „ £1,636 weekly contribution suspended during sickness, which abate		35,534	0 0		
	Remains	1,218,861	0 0		
„ Tangible assets in hand	£138,113 0 0				
„ Arrears	10,068 0 0				
		148,181	0 0		
	Assets			1,367,042	0 0
	Deficit			£1,186,673	0 0

This view of the society's affairs, however, is not justly admissible. It was very properly observed in the evidence given by the society's general manager at the last meeting before the recess of the Commission, that calculations with reference to the operation of the ordinary friendly societies must necessarily differ very much from those necessary in the case of a society combining benefit with trade purposes. The effect of secession no doubt was here alluded to. I will, therefore, now proceed to exhibit the influence of this principle on the various liabilities of

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the society so far as I consider it can be legitimately applied.

A reference to the Friendly Societies Life Annuity Table in the published report already alluded to will show that the present value at the age of 35 of a temporary life annuity of 1*l.*, ceasing at the age of 50, is 14,2451 (14*l.* 4*s.* 11*d.*) years' purchase. When the element of secession, prevailing to the extent set forth in the present paper, is introduced, the value of the temporary annuity will be diminished to 12·933 (12*l.* 18*s.* 8*d.*) year's purchase. The ratio of the value of the first annuity to that of the second is therefore as 1 to ·9079.

The allowance in sickness, guaranteed by the society is 10*s.* per week for 26 weeks, and 5*s.* per week for the remainder of the sickness. This allowance is secured until the pension in old age commences.

In the last five years of the society's proceedings the sums paid in sickness to those sick out of an aggregate mean strength of 129,613 free members was 64,538*l.* This is at the rate of 9*s.* 11½*d.* per week each, or nearly the payment of seven days' sickness. By the friendly societies general experience this is the number of days sickness in the year which falls to the share of a male aged 35 years. The computation is not of very much weight; but it serves to strengthen the opinion that the mean age of the members is not unfairly taken when placed at the number of years above mentioned.

In order not to overstate the present value of the charge for allowances in sickness, the table based on the general experience of the sickness prevailing among all classes of the members of friendly societies has been selected for the purposes of computation; although it is probable that in the opinion of some the higher values set forth in the table for trades engaged in heavy labour would have been more applicable to the case.

At the age of 35, the present value of 1*l.* per week in sickness where the claim to allowance ceases at the age of 60 is 21·720, according to the table (No. 4) in the report on the Friendly Societies' experience in 1854 (Parl. Paper 506). Consequently 16,360*l.* per week of allowance in sickness must be worth in capital value a sum of 355,339*l.* And again, this sum, when reduced in the proper ratio (·9079) on account of the principle of secession, is diminished to a result of 322,612*l.* as the true worth in ready money of the sickness benefit guaranteed by the society.

It may perhaps be pointed out that under the rules the sickness allowance is reduced at the end of 26 weeks to half its previous amount. This stipulation has not been overlooked. But it is considered that the advantage arising to the society from this regulation is counterbalanced by a liability dismissed hitherto from valuation, but which otherwise would have to be brought into account. The item of charge alluded to is the compensation given for accidents, in addition to the further privilege of continuing assured for the sickness benefit at a moiety of the ordinary contribution. The society's accounts show that the outgoing for compensation is about 11 per cent. of the expenditure for sickness—an amount sufficient to prove that the moderate advantage derived from the reduction at the end of the 26 weeks must be completely neutralized by a constant charge of the above nature and extent. There is not sufficient ground on this account therefore for any reduction of the value placed above on the liability for allowances in sickness; which will accordingly remain at 322,612*l.*

The superannuation benefit is next in order for valuation.

The yearly pension in superannuation where the member has been 30 years in the society is 23*l.* 8*s.* 0*d.* Where the member has contributed but 25 years it is 20*l.* 16*s.* 0*d.*; and where the member has been on the books 18 years it is 18*l.* 4*s.* 0*d.* It has been already mentioned that a temporary life annuity of 1*l.* ceasing at the age of 60, is worth at the age of 35 a sum of 12*l.* 18*s.* 8*d.*, or 12·9331 years purchase, where the principle of secession is combined with the law of mortality. At the age of 35 by the same table an annuity of 1*l.* for the whole duration of life is worth 15*l.* 6*s.* 8*d.*, or 15·3334 years purchase. It follows, accordingly, that 2*l.* 8*s.* 0*d.*, or 2·4003 years purchase, the difference between the two foregoing quantities, is the present value of the deferred annuity, commencing at 60 and continuing until death. Because the two annuities together, temporary and deferred, must make up the complete annuity for the whole continuance of life.

It is not probable that men who are supposed to enter the society at the age of 26, and who otherwise are qualified for receipt of the pension, will on attaining the age of 60 or thereabouts be generally found to have contributed to the funds of the society but for 18 out of the 34 intervening years time, and so have disentitled themselves to any but the lowest amount of benefit. Neither is it much more likely, on the other hand, reference being had to the probabilities of secession, that all who are found entitled at the age of 60 to superannuation, will have been constant subscribers for a period of more than 30 years, and thus have qualified themselves to claim the highest class of allowance. The more probable result will be that the bulk of the superannuated members will be found to be entitled to the medium amount of pension, which proceeds upon the supposition that the claimant has been "in the society" for at least 25 years. This would allow for about nine years or so of absence on different occasions from the society, and would place the date of the member's permanent connection with the association from about the age of 34. This seems a reasonable position. Under this view of the case the member on superannuation would be entitled to the average provision of 8*s.* a week, or 20*l.* 16*s.* per annum, and the aggregate pension guaranteed to the 32,720 members of the society would, as already has been assumed, be 680,576*l.* per annum.

As each 1*l.* a year of life annuity commencing at 60 is at 35 years of age worth 2·4003 years purchase as above stated, it follows that the 680,576*l.* of pension is worth in ready money no less a sum than 1,633,586*l.*

Funeral Benefit.

On the death of a free member the sum of 12*l.* is to be paid to defray his funeral expenses. But a free member can receive 5*l.* at the death of his wife; "7*l.* to remain for his own funeral expenses." "No member to have more than 12*l.* funeral benefit both for himself and wife."

This is an arrangement which in effect assures 5*l.* at the death of either husband or wife, and 7*l.* besides at the death of the husband. The risk of assuring 12*l.* under the foregoing conditions is a trifle greater (about 10 per cent.) than where 12*l.* is assured simply on the single life of the husband. But probably all the members of the society are not married men. It will simplify the question, and be to the advantage of the fund, if it is assumed that every member remains assured for 12*l.*

At the age of 35, by the friendly societies experience (p. 34, Rep. 1854, F.S. Returns, Parl. Paper, 506) it appears that 10*l.* may be assured for a sum paid down of 4*l.* 5*s.* 8*d.* A sum of 5*l.* 2*s.* 9*d.* paid down (or more exactly in decimals 5·1396) would therefore assure 12*l.* But this single premium of 5*l.* 2*s.* 9*d.* should be diminished by about 10 per cent. on account of the probabilities of secession. This will reduce the cost of the assurance to 4*l.* 12*s.* 6*d.* in respect of each member; consequently, as there are 32,720 members assured, the present value of the risk undertaken by the society in this particular class of benefit must be set down at a sum of 151,330*l.*

Finally, as regards the debit side of the account, there are the pensions at present in course of payment. In the report of the society's affairs this item is stated to be an outgoing of 5,232*l.* per annum. At the probable mean age of the annuitants at present in receipt of this benefit, viz., 66, an annuity of 1*l.* on a male life, according to the friendly societies' experience (p. 32, Rep. 1854, Parl. paper 506), is found to be worth 8·5413. This value is not affected by the question of secession, as this principle ceases to act on those who have entered into receipt of superannuation benefit. It follows therefore that an annuity of 5,232*l.* must be worth, in ready money, a sum of 44,688*l.*

There is yet one other description of benefit, although the charge on this account certainly does not fall within the ordinary category of allowances. This is the donation to members out of employment.

It is not easy perhaps to bring this detail of expenditure under precise conditions of valuation. Nevertheless, there does seem to be a method of casting it with more or less accuracy into the shape of present value. Any claim to benefit under this head of relief ceases of course when the period of superannuation is attained. The yearly issue of money on this ground is of irregular, and, to a certain extent, of fortuitous amount. But, as a matter of fact, it appears to have amounted on the average of the 16 years of the society's experience, to nearly two and a half times the outgoing for sickness allowances. And, indeed, to this description of benefit it seems to bear a sort of rough analogy. If it should be assumed that in the long run this particular charge, to the inherence of which in the constitution of the society it is unnecessary more fully to advert, will not, on the whole, exceed *two*-fold the limits of the outgoing for sickness, it will figure in the general liabilities of the society for a sum of 645,224*l.*; or in plain language double the fund required to guarantee the present sickness benefit.

To meet the society's liabilities, both ordinary and extraordinary, there are the following resources; namely, the funds in hand, the arrears due to the association, and the regular contributions.

It has been pointed out that the 2*l.* 12*s.* per annum payable by each member is in the nature of a temporary life annuity, continuing on the average until the age of 60 is attained. As the annuity in the present case is receivable in small weekly instalments made in advance, it is enhanced in value by half a year's purchase. Under the rules, however, the contribution in question is subject to occasional suspension during the receipt of benefit in sickness. As this abatement prevails during sickness to the extent of 1*s.* a week, the loss to the society is obviously of neither more nor less present value than an allowance in sickness to that amount. It has already been shown that a temporary life annuity of 1*l.* where secession is present as an element, is worth in ready money 12*l.* 18*s.* 8*d.* or with half a year's purchase added thereto, 13*l.* 8*s.* 8*d.* It results therefore that 2*l.* 12*s.* per annum must be worth 34*l.* 18*s.* 6*d.* But as it may be ascertained from the value placed upon the aggregate sickness benefit that an allowance of 1*s.* per week in sickness is worth 19*s.* 8¾*d.* this sum on being deducted from 34*l.* 18*s.* 6*d.* leaves the nett value of the contribution subject to occasional suspension in sickness at a sum of 33*l.* 18*s.* 9¼*d.* (in decimals 33·9385). Multiplying this amount by 32,720, the number of contributors, the present value of the contributions payable to the society is found to be 1,110,468*l.* The tangible assets of the society are as already stated 148,181*l.* Putting all these various items together in the usual manner, the amount will stand as follows:

STATEMENT.

Liabilities.				
To present value of the weekly allowance in sickness			£322,612	0 0
„ future pensions in superannuation			1,633,586	0 0
„ sums at death			151,330	0 0
„ pensions in course of payment			44,688	0 0
	Liabilities		£2,152,216	0 0
Assets.				
By present value contributions payable		£1,110,468	0 0	
„ tangible assets		148,181	0 0	
	Assets		1,258,649	0 0
	Deficiency		£893,567	0 0

For this deficit of 893,567*l.*, which is exclusive of the further probable charge for donations to those out of employment, valued at 645,224*l.*, there does not seem to be any remedy but a resort to the system of levies.

In confutation of a statement which attributes such an enormous deficit as that above mentioned, it will no doubt be alleged that although a certain allowance has been made for the probable secession, sufficient abatement on this point has not been conceded. There may be some force perhaps in this allegation. This position indeed is taken up in anticipation by the tenor of Mr. Allan's evidence given on 1st August 1867. On this occasion Mr. Allan insisted, rather strongly, on the circumstance that two important societies, established respectively in 1824 and 1826, and afterwards absorbed by the amalgamated engineers (it is not stated when), had given them the benefit of more than 40 years' experience. And on this ground it is asserted that a sufficient amount of experience was gained to judge whether the society of Amalgamated Engineers was right or wrong, apart altogether from Actuaries' tables that might be brought to bear upon the subject. The following words also form part of the same evidence: "We have "furnished our own tables, we have furnished them from "experience, and we believe them to be much better than "those brought in on mere theory." "It is astounding to "find that the facts are the same year after year; and this "is no made-up affair in order to give a colouring to it, it "is a reality, &c." These conclusions, however, appear to be derived from the circumstance, that the expenses for certain benefits on an average of 16 years apparently fall with little pressure on the individual member. For instance, that the average monthly cost of the pensions for the whole 16 years, has been only 1¾*d.* per member on the books; although Mr. Tucker, an experienced actuary, states that for the provision of this benefit there should be required a monthly payment of 2*s.* or 3*s.* But Mr. Allan seems to have overlooked the fact (given in his own annual report for 1866) that in 1851 the yearly charge in respect of superannuation allowances thrown on each member on the books was 2½*d.*; whereas in 1866, the yearly charge was 3*s.* 2*d.* to each member on the books; or, in other words, that the charge thrown on each member in 1866 in respect of superannuation allowances, had, in the 16 years, grown up to be 15 times heavier than it was in 1851. It is not easy to reconcile this increase with what seems to be implied by the above-mentioned remark, that "the facts are the same year after year."

Neither is the number of members of which the two societies of 1824 and 1826 were composed anywhere supplied; nor are the means given of ascertaining the ratio which the remnant of the survivors of the 40 years' experience happens to bear to the large, and very recently augmented, number of 3,300 members who share among them at the rate of 1¾*d.* per head the cost of the existing superannuation allowances. It is a mere fortuitous fact that a limited pension list falls lightly at a particular moment on a numerous body recently increased to a large force. And it is quite another question whether 1¾*d.* per man per month, or 1*s.* 9*d.* per annum, will provide a fund capable of paying 40 years hence, a pension of 20*l.* 16*s.* a year, to each of the future survivors then present, out of, not a small body of two or three thousand men perhaps, but a mass of 33,000 contributors, the actual present force of the society of Amalgamated Engineers. It would of course be totally inadequate to any such purpose.

The argument, which claims importance from the circumstance of the absorption of two societies in the trade 40 years ago, requires more explanation to make it of any service to the case. But it will be made evident, nevertheless, that even when the most extensive modification of the values attached to the respective liabilities in the foregoing account are allowed to take place, the balance against the fund still remains of vast dimensions.

It is not impossible that in the guarded estimate of the ordinary rate of secession which has been adopted as the basis of the valuation above given, the per-centage of secession prevailing among the Amalgamated Engineers may be inadequately represented. I have endeavoured previously to show, however, that there is reason to believe that the amount of exclusion which is inaccurately accepted as secession is an exaggerated statement of the true amount of departure in the law of benefit clubs. It is also open to conjecture that the facilities of joining a trades union society, although it may combine with its primary purpose the usual advantages of a friendly society, are far greater than those afforded by the ordinary institutions which have merely the assurance of a provision in sickness, old age, and for burial in view. But in order that the rate of secession may not be limited to that shown by the experience of the pure benefit societies only, and to give the present case the benefit of a higher rate of secession than those societies appear to have had, an attempt will be made to give full weight to the secession which appears to prevail in the Amalgamated Society.

The mean number of members present and the exclusions during the last five years of the society's proceedings, were as follows:

Year.	Mean number present.	Excluded.
1862	23,490	812
1863	25,192	842
1864	27,551	859
1865	29,904	1,074
1866	31,944	1,137
	138,081	4,724

But deducting from both of these amounts 14½ per cent. of the exclusions, viz. 685 persons, for those who were never qualified to be members at all, the correct numbers will be 137,396 contributors and 4,039 exclusions or secessions. From these figures it would result that the proportion of secession during the last five years has been at the rate of 2·94 per cent.

According to the table which has been used for the purpose of this enquiry, the 137,396 members in question

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would group themselves at the ages under mentioned in the following order; and according to the rate of secession which went to form the same table, the number seceding out of the several groups would be computed to be as follows:

Age.	Members present.	Seceders.
26 and under 31	28,323	565
31 „ 36	24,444	406
36 „ 41	21,373	219
41 „ 46	18,872	156
46 „ 51	16,801	96
51 „ 56	14,856	77
56 „ 61	12,727	57
	137,396	1,576

By the table made use of, therefore, the average per centage over the whole mass would be computed at 1·15 per cent. And were the experience of the Amalgamated Engineers accepted as the true normal rate, the table adopted would seem to undervalue the secession by 60 per cent.

An endeavour will be made to give the case of the Amalgamated Society the full benefit of this supposition as to the rate of secession prevailing among the members; and to correct what may appear to some the too rigorous valuation already given.

According to the first valuation made in the ordinary fashion without reference to secession of the engagements undertaken by the Amalgamated Engineers, the liabilities, excluding the premiums in course of payment, were valued as under mentioned.

In respect of sickness - -	£355,339
„ of future pensions -	1,985,512
„ sums at death -	168,167
Total - - -	£2,509,018

Where the element of secession was a consideration admitted into the valuation, the same items were valued—

In respect of sickness - at	£322,612
„ future pensions „	1,633,586
„ sums at death „	151,333
Total - - -	£2,107,528

Consequently the difference between the above two computations of the liability, namely, 401,490*l.*, grew out of the important element of secession merely. But there appear to be grounds for thinking that this element has been undervalued by 60 per cent. Admitting that it is so, the above difference should be correspondingly increased in this ratio, and there should be abated from the first valuation, not 401,490*l.*, but 1,003,725*l.*; for, take off 60 per cent. from 1,003,725*l.*, the residue will be 401,490*l.* The liability under the second mode of valuation, should in this case therefore have been put at - - £1,505,293

And adding thereto the item for pensions in course of payment, which are not affected by the question of secession, viz.: - - - - - - - - - - - 44,697 0 0

The total liability should be placed at - - - - - - - -		£1,549,990 0 0
But under a corresponding regimen the present value of the contributions is likewise reduced to - - - - - - - - -	£947,879 0 0	
To which, adding the tangible assets - - - - -	148,181 0 0	
The whole assets now only amount to - - - - - - -		1,096,060 0 0
And the deficiency under this view of the case is found to be - - - -		£453,930 0 0

As the item of the liability for sickness under a similar mode of computation is now found to be but 273,521*l.* in lieu of 322,612*l.*, as before, the probable present value of the future charge for donations to the members out of employ will be computed at twice the above amount for the sickness liability, viz., at 547,042*l.* And when this is added to the computed deficiency on the other benefits, viz., 453,930*l.*, there will appear to be 1,000,972*l.* of liability, for which there seems to be no mode of provision but by the method of levies.

If it were desired to know what common rate of contribution could prudently have been adopted in the commencement by the Amalgamated Engineers for the provision of the benefits in sickness, old age, and at death, contemplated by their rules, it might in my opinion be shown from the tables made use of for the second of the foregoing valuations, that a weekly subscription of 1*s.* 6*d.* per man would probably have been sufficient.

Had this rate of contribution now been payable, and had the sums paid away in donations and aids to other trades, viz., 313,397*l.*, been now in the society's strong box, the increase in the present value of the contribution assets, together with the amount last mentioned,* would, on a rough computation, in which any reference to the consideration of interest of money is omitted, have very nearly effaced the deficiency of 893,567*l.* shown in the valuation.

As regards the constitution of the Amalgamated Society of Carpenters and Joiners, it is in principle generally the same as that of the Amalgamated Engineers. In certain points of detail also the rules of both societies are identical. The amount of weekly contribution, the amount of weekly donation to those out of employ, the funeral benefit, and the accident benefit with its attendant privilege, are the same in both cases. But there is a difference between the two sets of rules in respect of the sickness and superannuation benefits. The Carpenters and Joiners give 12*s.* a week in sickness for the 26 weeks in lieu of 10*s.* a week for a similar period, and the maximum provision in superannuation to members over 50 years of age is 8*s.* a week after 25 years successive contribution.

The average pension after 18 years successively is 7*s.* a week, and there is a minimum pension of 5*s.* a week after 12 successive years contribution. A grant of 6*l.* for emigration purposes is given in certain contingencies. Some trifling variations from the model there are, in respect of the limits of age on admission, and the amount of entrance fee. But they are not important. The virtual coincidence on most of the material stipulations contained in the rules of either society seems therefore to make any more detailed account of the regulations of the Amalgamated Carpenters and Joiners perfectly unnecessary.

The society was formed in 1860. Its experience is of too short duration, therefore, to have any weight. It consisted at the close of the year 1866 of 8,002 members, possessing a fund 13,052*l.*, besides arrears due to the amount of 2,173*l.* It is stated that the number of members admitted during the year was 3,743, and that the number excluded was 1,149. The number of deaths during the year was 39. Out of the gross number of 1,149 members excluded, 410 were removed for non-payment of the entrance fees. Consequently they never were members at all, and the true extent of secession was 739 members. This fact demonstrates that secession is not the same thing as exclusion, so termed. In the present case the gross amount of exclusion is 36 per cent. above the true amount of secession, while in the Engineers' Society it was 14½ per cent.

As the number of members forming the society at the close of the year 1865 is returned at 5,670, and the excess of admissions over removals during the year was 2,561, I am unable to see how it is that the number of members at the close of 1866 does not exceed 8,002. But admitting this number to be correct, and abating therefrom, and also from the number of admissions and exclusions, the 410 persons who never qualified as members, and following the mode of computation adopted in the like circumstances in the case of the Engineers' Society, it would appear that the mean number of members of the Amalgamated Society of Carpenters and Joiners present during the year consisted of 6,314 persons. If this result may be accepted, it would follow that the rate of secession during the year was more than 11½ per cent.

The rate of mortality deduced from the deaths of the year likewise present an anomalous result. 39 deaths among 6,314 persons gives a death rate of 6·177 to 1,000 persons. This is a rate which corresponds to a mean age of 15 years only in the friendly societies' experience. The truth is that the excessive rate of secession and the recent establishment of the society are causes which prevent any trustworthy conclusion on this point.

* £1,110,468
½
555,234
313,397
£868,631

Under these circumstances, and in the absence of any information as to the present average age of the members or their age on joining the society, it is difficult to present any unquestionable statement of the probable position of their pecuniary liabilities. The utmost it appears to me that can be done is to adopt the not unreasonable supposition that the case of the Amalgamated Society of Carpenters and Joiners does not materially differ on the point of age from the circumstances of the Amalgamated Engineers or the dockyard artificers, and that like these persons they enter their trades unions at the usual age, and as an assemblage are on a medium of the age of 35 years. If this position may be taken up valuations or estimates of the present value of their engagements and assets may be formed on the plan adopted in the case of the Engineers. Nevertheless, as the amount of secession prevailing among the members of the Carpenters Society is so considerable as to argue an instability of purpose not inseparable from a corresponding immaturity of years, it may be nearer the truth, perhaps, and more fair to the Carpenters to assume that the mean age of the society is two years below that of the Engineers, and that on a medium the present members are of the age of 33 years.

The aggregate benefits of the ordinary class guaranteed under each head by the Amalgamated Carpenters' Society are as under mentioned. In sickness, until the age of 60, 4,801*l.* per week. In old age after 60, 145,636*l.* per annum; an average pension of 7*s.* per week per man having been assumed. Sums payable at death, 96,024*l.* There are no pensions in course of payment.

On the other hand, the yearly contributions payable are taken at 20,805*l.* per annum, and the tangible assets at 15,225*l.* of money.

Valued in the ordinary way like any common benefit society, the affairs of the society would be shown as follows:

STATEMENT.

Liabilities.			
To present value £4,801 per week of sickness benefit			£105,329 0 0
„ ditto 145,636 per annum of future pension			389,489 0 0
„ ditto 96,024 sums assured at death			39,783 0 0
	Liabilities		534,601 0 0
Assets.			
By present value £20,805 per annum of contribution	£321,079 0 0		
„ tangible assets	15,225 0 0		
	Assets		336,304 0 0
	Deficiency		£198,297 0 0

But giving, on an estimate of the condition of the society, the benefit of a reasonable diminution of the present value of the charges on account of the probable effect of secession on the future claims, the amount would result as under mentioned:

STATEMENT.

Liabilities.			
To present value £4,801 per week sickness benefit			£94,216 0 0
„ ditto 145,636 per annum of future pensions			310,172 0 0
„ ditto 96,024 sums assured at death			35,385 0 0
	Liabilities		439,973 0 0
Assets.			
By present value £20,805 per annum of contributions	£287,204 0 0		
„ tangible assets	15,225 0 0		
	Assets		302,429 0 0
	Deficiency		£137,544 0 0

And assuming, as previously was done in respect of the Amalgamated Engineers, that the donations are in present value about twofold the amount of the sickness benefit, there would exist a probable further liability of 188,432*l.*

But it may be urged with the same force as might apply to the case of the Amalgamated Engineers, that the rate of secession in the Amalgamated Society of Carpenters and Joiners will probably far exceed the cautious estimate taken of the effect of the withdrawal which takes place among ordinary great benefit clubs.

In reply to this proposition, and without admitting that the amount of secession which took place last year in the society is a true measure of the normal decrement which will perhaps hereafter prevail at a later stage of the society's growth, it may be conceded for the purpose of a more liberal calculation of the engagements of the association that the annual per-centage of secession among the Amalgamated Carpenters will at least be as high as that supposed for the purposes of argument to obtain among the Amalgamated Engineers. In this case the rate of secession adopted above must be enhanced to the extent of 60 per cent., and the liabilities and assets should be computed to be as follows:

STATEMENT.

Liabilities:			
To present value of the three benefits already specified			£298,031 0 0
Assets:			
By present value of the annual contributions	£236,392 0 0		
„ Tangible assets	15,225 0 0		
	Assets		251,617 0 0
	Deficiency		46,414 0 0

And adopting the same measure of the present value of the future donations as that already laid down as affording a fair gauge of the pressure, the further liability on account of this charge would be placed at a sum of 155,094*l.*

It may also be observed, that after balancing the extent of increase in certain benefits guaranteed by the Amalgamated Society of Carpenters and Joiners, against the decrease in other engagements, and notably in the scale of pensions, it is probable that a weekly contribution of 1*s.* 6*d.* would likewise be a fair subscription for the benefits in sickness, old age, and death secured under the regulations of the Carpenters and Joiners' Society. In conclusion it may be remarked that it is too frequently unobserved that regulations which leave the funds required to meet definite contingencies open to diversion for casual and incalculable demands, have also the effect of removing the conditions which are generally indispensable to permanent success.

I am, Sir, your obedient servant,

ALEXANDER GLEN FINLAISON,
Actuary of the National Debt.

J. H. Patteson, Esq.
Secretary,
Trades Unions Commission.

V.—Minutes of Evidence, reprinted from previous Reports of the Commission.

Minutes of Evidence taken on Tuesday, 9th July 1867, the Right Hon. Sir William Erle in the Chair. (*Fourth Report*, pp. 1 *et seq.*)

Mr. Robert Tucker examined.

G. Financial Position of Trade Societies.

Mr. Tucker's evidence.

6405. (*Chairman.*) You are an actuary in the employ of the Pelican Insurance Company, are you not?—Yes.

6406. Have you had experience as an actuary for several years?—Upwards of 25.

6407. Has your attention been drawn to the organization of the Amalgamated Engineers' and the Amalgamated Carpenters and Joiners' societies in respect of the charges upon their funds?—Yes, I have examined those.

6408. You have had these papers relating to the carpenters' society before you, and have ascertained what is their income, and what are their charges upon the income in respect of sickness, superannuation, and death?—I have.

6409. And is the result of your inquiry contained in the memorandum* which you have handed to the secretary?—It is.

6410. (*Mr. Hughes.*) That result is that the subscriptions are utterly inadequate?—Quite inadequate.

6411. Inadequate to meet the purposes for which they are levied?—Yes, looking at it as an ordinary benefit society.

6412. (*Mr. Booth.*) You are speaking now only of the benefits belonging properly to benefit societies, the sick, the superannuation, and the burial allowance?—Yes, that is all.

6413. You have not so far taken into consideration the allowances for men out of work for other causes than sickness?—No, I have not.

6414. And the subscriptions are quite inadequate you say without taking into consideration those other demands upon the funds?—Quite.

6415. (*Mr. Hughes.*) How many years do you consider would fairly test the correctness of your calculations—for how many years should a society have been in existence before the insufficiency would begin to tell?—At the end of five years, but you could only test it by means of valuation.

6416. If at the end of five years the payments made by these societies proved to be adequate, that is to say if there had been no default in any of the payments guaranteed to be made, and if also the surplus fund had constantly increased during that time, should you be of opinion that there must be some element necessary for the calculation of the affairs of those societies which had not been put before you?—Yes, I should think so.

6417. (*Sir E. W. Head.*) How do you say it could be tested?—By a valuation of their assets and liabilities.

6418. Then if a valuation of their assets had taken place at the end of five years and the tendency had not shown itself as you apprehend, you would say that there must be some element omitted?—Yes.

6419. But supposing that no valuation of their assets had taken place at the end of that time, would the mere fact that the reserve fund had increased be sufficient to satisfy you?—No, it would depend upon how much it had increased.

6420. (*Mr. Hughes.*) We will leave five years for the present. Supposing that 15 years or 10 years had elapsed, then I apprehend that the case would be even stronger, would it not?—Yes.

6421. (*Sir E. W. Head.*) That is to say if there had been a valution of the assets?—And liabilities.

6422. (*Mr. Hughes.*) I understand the liabilities of these societies to be to make certain specified payments for sickness and death?—Yes.

6423. And they have in order to guarantee those payments, and to provide for them, certain current subscriptions, part of which they capitalize in order to meet that charge?—Yes.

6424. Then cannot you tell us whether it will take five, 10, or 15 years, or what number of years to test it?—If after a certain number of years you find that all those payments have been made and that the reserve fund increases regularly, it is quite clear, is it not, that without any formal valuation of assets after a certain expiration of time, the mere accumulation of the reserve fund, and the discharge of the guaranteed payments of the society, would be sufficient proof of the solvency of the society?—No.

6425. Why not?—Because you must ascertain the amount of depreciation in the time that has elapsed.

6426. But does not the depreciation ascertain itself in that time?—No; the contributions increase, or should increase with the age; then the object of a valuation is to ascertain how much the society should have in hand for each member according to the number of years that he has been on the books of the society.

6427. But yet I put it to you that after a certain time without a valuation of assets that must become unnecessary. I mean that you might judge of the solvency of a society without it?—No, I think not.

6428. (*Earl of Lichfield.*) Is there any way except by a valuation of the assets in which you can form any idea of the ability of the society to meet its liabilities?—I think not.

6429. (*Mr. Hughes.*) If one of these societies had lasted for 100 years and had fulfilled all its engagements as to payments, and if there was a constantly increasing reserve fund, do you mean that then it would be necessary?—I should have some confidence in it then.

6430. Should you have some confidence in it if it had lasted 30 years?—I think not.

6431. In your calculations have you made any allowances for subscriptions other than the weekly subscriptions stated?—No.

6432. In fact you have made the valuation as though the society were an ordinary benefit society, as though all its members would remain to receive the benefits promised to them by the society, and as though there were no other means of raising funds except those of the weekly payments made to the society?—Yes.

6433. (*Mr. Roebuck.*) Then you have applied your rules to this society as to an ordinary benefit society?—That is all.

6434. In an ordinary benefit society they usually begin I think with young men?—Yes.

6435. And the strength of the position of the society is not tested until they become old men?—Just so.

6436. Would five years be enough for that?—No.

6437. Would 20?—I do not know that it would; it would be enough to test the position of the society.

6438. You think that by that time there would be symptoms of decay?—Yes, if the contributions were insufficient.

6439. Not that the society would be absolutely insolvent?—No.

6440. Then one of the most important matters is that there should be accurate accounts kept of all things in that society, is it not?—Yes, quite so.

6441. And a statement that no books at all being kept, you still could come to an accurate conclusion is far from your view of the case?—Yes.

6442. In fact you require an accurate account of the incomings and disbursements?—Yes, of each fund or benefit.

6443. And taking that view of the case you say that the society that has been submitted to you has incomings short of what its necessities would be when the members become old?—Yes.

6444. From thence you deduce that their principles are wrong, that they will eventually become bankrupt if they only continue long enough?—Yes.

6445. (*Chairman.*) I understand that nobody is admitted over 45 years of age, and that nobody is entitled to superannuation benefit till 65, therefore during the first 20 years there would be no outgoings for superannuation?—They commence at 50, I think, for superannuation.

6446. You have put all those things down in the paper which you have handed in probably?—Yes, a man may claim a superannuation if he is 50 years old, and has been 12 years in the society of the amalgamated carpenters.

6447. (*Mr. Roebuck.*) Have you any general rule from experience as to these societies having claims upon them from accidents?—No, I never met with them in the ordinary benefit societies.

* See *ante*, p. 193.

6448. Have you met with sickness in such societies?—Yes.

6449. Have you any general rule taken from a wide experience which will enable you to say what calculations you are to make of expectations of sickness?—I think that Mr. Finlaison shows that up to a certain age about one week per annum of sickness is experienced by each man.

6450. That is a general rule taken from a large experience?—Yes, from the returns of the friendly societies taken from actual fact.

6451. (*Chairman.*) The locality and the habitation would be very material in ascertaining how many days in a year a given individual would be sick?—Very much so.

6452. (*Mr. Roebuck.*) Would not different trades have different rates of sickness?—Yes; Mr. Finlaison divides them into light labour and heavy labour.

6453. Is the engineers heavy or light labour?—I should think it would be heavy labour; I have taken the mixed table.

6454. (*Mr. Hughes.*) You have nothing equivalent to the Carlisle and Northampton tables?—No; but the mortality table as given by Mr. Finlaison does not differ much from the Carlisle table.

6455. (*Lord Elcho.*) Your conclusion as to the financial unsoundness of these societies rests upon the sums which they profess to pay on consideration of certain fixed payments?—Yes.

6456. As shown in their published statements?—Yes.

6457. You do not take into consideration what have been called extra payments, whips and levies?—No, I have not.

6458. Have you seen any mention of those whips and levies in the statements?—I have seen the accounts.

6459. Have you seen any rules prescribing these whips and levies?—No.

6460. So that as far as your experience goes certain fixed payments are asked in consideration of which payments certain promises are held out?—Yes.

6461. You believe that those promises cannot be fulfilled under the conditions as far as you can see?—That is my belief.

6462. They might be fulfilled possibly with whips and levies?—Yes they might.

6463. But those whips and levies would be entirely extra to what was promised when a man entered the society?—They might be so.

6464. Judging by the rules which you have seen, they would be so, would they not?—I did not pay much attention to any rules of that sort.

6465. In an ordinary life assurance society, certain promises are held forth on certain payments?—Yes.

6466. Is there such a thing in those societies as whips and levies?—No.

6467. Are there, however, such things in those societies which are old established and prosperous as bonuses?—Yes.

6468. That is the reverse of whips and levies, is it not?—Yes.

6469. That is to say, not merely do these societies fulfil their conditions in consideration of certain fixed payments, but they give their members occasionally a bonus of the profits of the concern instead of asking them for a whip to keep it alive?—Yes.

6470. That is on the face of it a broad distinction between an ordinary insurance office, and these trade benefit societies?—Yes.

6471. (*Mr. Hughes.*) Did you ever hear of a bonus in a society except a life society?—Some of the fire offices give them.

6472. (*Mr. Roebuck.*) With reference to these whips and levies, if the whips are adequate to cover the losses of the societies, I suppose they will not be insolvent?—No.

6473. (*Mr. Harrison.*) Are you acquainted with any simple benefit or insurance society the members of which are of the working class, and which offers somewhat similar advantages in the way of sickness or burial, or superannuation funds, any or either of them, and which you consider to be solvent and sound in principle?—Yes; there is a society at Finchley which came recently under my notice, and they had a small surplus in each fund.

6474. What did they offer; what were the benefits?—I do not exactly recollect what their contributions are.

6475. Have they a sick fund?—Yes; there is a sickness, a superannuation, and a death fund.

6476. Were the contributions higher or lower than those of the amalgamated carpenters?—I do not recollect at this moment; I have no doubt that the contributions were higher.

6477. You do not remember any analogous case at this moment?—No; I daresay I could find some in the tables by me.

6478. I mean apart from a mere matter of calculation; do you know, as practically existing, any insurance society which is analogous in its members and in its promises and assurances, and which you consider thoroughly solvent and sound; I mean simply as a benefit society or any insurance society whatever of which the members are to be found among the working class, with small payments?—I only know the benefit societies.

6479. What I mean is, do you practically know the affairs and arrangements of any benefit society which offers similar insurance?—Yes, that one at Finchley which I mentioned.

6480. What I wish to ask you is, what is the weekly payment in respect of that practically; could you furnish us with it?—I will look it out.

6481. Your printed statement, which appears to me to go through the whole matter completely says, in effect, from Mr. Finlaison's tables and other calculations I see that the principle upon which this is founded is not sound I want to carry it one step further, and to ask if you could furnish us with a case in which you could say, here is one insurance society similar in members, similar in the insurance which it offers, and the weekly contributions is not a shilling, but it is so much?—I will do that.

6482. (*Mr. Roebuck.*) Then you say that you know some of these benefit societies of labouring men which are solvent?—I can call to mind one at this moment.

6483. In regard to those solvent ones, can you send to the secretary an accurate statement of their contributions and of their outgoings?—Yes.

6484. So that we shall be enabled to judge from them, comparing them with those before us, what the difference is?—Yes.

6485. (*Mr. Harrison.*) You might even send us a short abstract of their accounts, not mentioning the society's name, if there is any difficulty in that respect?—I should not think there would be any, because the accounts are printed.

6486. (*Mr. Merivale.*) I suppose that if a man ceases to contribute, his prior contributions are forfeited?—Yes.

6487. Have you been able to calculate to what extent the funds are benefited by that?—No, but they are benefited of course.

6488. (*Mr. Booth.*) No benefit society, properly so called, I suppose undertakes the support of members when they are out of work from causes other than sickness?—No, nothing of the kind.

6489. Would it be possible to make any scheme for a benefit society which should combine a trade society holding out allowances to the members when out of work, on strike, or for other causes, not arising from sickness?—I do not see how any contributions can be fixed beforehand in such a case.

6490. Any such society must be upon an unsound financial basis?—It must be upon an uncertain financial basis.

6491. (*Sir E. W. Head.*) The payment must be contingent you mean?—Yes.

6492. (*Mr. Roebuck.*) You said just now that in the case of members ceasing to pay their contributions their past payments went to swell the funds of the society?—Yes.

6493. Does not that cut both ways; does not it take away the persons who are the life-blood of the society?—Yes.

6494. And that carried to a little extent would ruin the society, though it apparently swells the amount of its funds?—Yes.

6495. (*Mr. Harrison.*) If you were to exclude from the calculation upon this report of yours the superannuation fund, do you still consider that it would be insolvent or unsound?—The superannuation fund is the weak part of it.

6496. You think that excluding that superannuation fund it might stand?—They might go on for sickness.

6497. And burial?—As to burial contributions it depends upon how much they subscribe for that purpose.

6498. (*Earl of Lichfield.*) I conclude that you mean supposing they confined their payments to relief in cases of sickness?—Yes, simply so.

6499. Will you turn to the third and fourth paragraphs of your report at the second page; I want to ask you some questions upon them. Do you happen to have before you the annual statement of the society by which you could show us what the income was in the year 1865 or 1866?—Yes; in the year 1865 the amalgamated carpenters income was 10,487*l.* 15*s.* and in 1866 it was 16,539*l.* 19*s.* 9*d.*

6500. You say in your report that their expenditure in the year 1865 was 6,733*l.* altogether?—Yes.

6501. And out of that 1,634*l.* was paid for allowances in sickness, superannuation, and funerals?—Yes.

G. Financial Position of Trades Societies.

Mr. Tucker's evidence.

6502. You afterwards say in the fifth paragraph, "It will "be found that scarcely more than 50 per cent. of the "income of the society from the weekly contributions of "the members is devoted to the payment of allowance in "sickness, superannuation, and at death;" I do not quite understand that, because it would appear to be considerably less?—There is something obscure there; it should be "applicable" not "devoted" to the payment of allowance in sickness, superannuation, and death.

6503–4. A society of this description to be sound, should of course invest all its extra funds after having paid the amount required for allowance in sickness, superannuation, and funerals?—Yes.

6505. Therefore, during the year 1865, in order to make this society sound as a benefit society, supposing the rates were adequate (and you say that they are not adequate), the difference between the sum of 1,634*l.* as the expenditure for the year 1865, and 10,487*l.* ought to have been invested?—Yes.

6506. (*Mr. Roebuck.*) There must be some mistake there, I think. Besides that 1,634*l.*, I suppose there were the expenses of the society?—Yes, there would be the expenses.

6507. (*Earl of Lichfield.*) But the expenses ought not to be deducted from the fund, and in all cases there ought to be a separate fund for the expenses of management, ought there not?—Yes, strictly speaking there ought.

6508. Have you got before you what will enable you to tell us what was the fund in hand belonging to that society at the time the statement was made?—13,052*l.*

6509. In order to make that society sound, the total amount stated to be in hand belonging to the society ought to have been produced in about two years?—I do not quite follow that.

6510. I am taking the sum that ought to have been invested in the year 1865 and in the year 1866, in order to make that society sound. The society having been in existence since 1860, has got a fund in hand equal to what it ought to have collected in the course of two years—not quite so much?—Somewhere about that.

6511. (*Sir E. W. Head.*) How do you put that paragraph now referred to in your answer 6502; do you see what has made the confusion?—Yes, I see it now; it is the reserve fund and the disbursements for sickness, superannuation, and funerals, which would make the 50 per cent.

6512. "It will be found that scarcely more than 50 per "cent. of the income of the society from the weekly con-"tributions of the members is applicable to the payment of "allowances in sickness, superannuation, and at death, "and for the reserve fund." That is how it should stand?—Yes, that is referred to in the first part of the paragraph.

6513. The reserve fund is not of necessity applied to relief in sickness, superannuation, and death?—Not immediately applied.

6514. Will you take these figures; you say that the income for 1865 is 10,487*l.*?—Yes.

6515. The amount paid for allowances in sickness, superannuation, and funerals, was 1,634*l.*?—Yes.

6516. You add to that the reserve fund which *may* be applied to sickness, superannuation, and death, in order to obtain the 50 per cent.?—Yes.

6517. With regard to what would be necessary to make this society sound, the last question which I put to you was that the amount that they had in hand was about equal to what they ought to have collected in two years. Having stated what they ought to have collected in two years, will you just tell us what they have put by in two years, taking the years 1865 and 1866?—The sum put by in 1865 was 3,754*l.*, and in 1866, 4,732*l.*

6518. That was in the year 1866?—Yes, the balance in 1865 was 8320*l.* and the balance in 1866 is 13,052*l.*—the sum put by is very nearly 5,000*l.* therefore in 1866.

6519. And supposing the rates of that society to be adequate, the amount that ought to have been invested on account of that society in those two years was somewhere about 22,000*l.*?—Yes, it may be so.

6520. (*Mr. Roebuck.*) Do those books before you show you the various items of expenditure?—I think they do.

6521. From your experience of benefit societies is the expenditure an economical one?—No, it does not appear to be so.

6522. Will you look at the item of "stationery," for example?—"Printing and stationary," 1,052*l.* 17*s.* 8*d.*

6523. And will you look a little further down at the "delegations?"—567*l.* 16*s.* 2*d.*

6524. Do you think those economical items?—No, I should think not.

6525. (*Mr. Harrison.*) What means have you got of judging?—These delegations are altogether unusual.

6526. But do you know what the delegates' duties were?—No, I do not.

6527. Do you know what has to be printed?—I have no doubt that these books are expensive things to get up altogether.

6528. (*Mr. Booth*). What you are dealing with is the question of a benefit society?—Yes.

6529. But a benefit society in which those items are likely to occur could hardly be judged by the ordinary rules?—No.

6530. They would disturb your calculations?—Yes.

6531. Those charges would rather add to the inadequacy of the weekly payments to answer the purposes of the society?—Yes.

6532. (*Sir E. W. Head.*) It is possible, no doubt, that the fact that a number of people leave the society without claiming the benefits that they are entitled to might modify the amount of the claim made, and thereby reduce, as it were, the unsoundness of the society, is not that so?—Yes, it might do so.

6533. Would it in your opinion be necessary that a large proportion of the persons should so leave in order to bring it to a sound state?—It depends very much upon the class of persons that go.

6534. As to their age?—Yes, and their state of health.

6535. All that you have done is that you have given us the benefit of your evidence upon the purely money basis of the thing?—Quite so.

6536. Assuming the payments to be so and so, the age at which the members come in so and so, and the benefits so and so, you say that in your opinion the basis is not economically a sound one?—That is so.

6537. (*Earl of Lichfield.*) Does not your evidence go to this, that no society of this description (I will not call it a benefit society, because I do not think that the term benefit society is generally understood as applicable to such a a society as this) can possibly be sound, unless in the first instance their rates are adequate to meet the payments that they promise, and unless they keep their funds separate, and appropriate no money except to the object for which it is contributed?—That is so.

6538. Would it not be perfectly useless and lead to no reliable conclusion whatever to make a valuation of the assets and liabilities of a society in which they do not confine their payments to the purposes for which their separate funds are contributed?—Yes, I do not see what object would be attained by it.

The witness withdrew.

Mr. Robert Applegarth re called and further examined.

Mr. Applegarth's evidence.

6539. (*Earl of Lichfield.*) Have you anything to say upon what Mr. Tucker has stated?—I may just say that I am altogether unprepared for this, but still I will give you what I think should be really understood about it. In the first place I am afraid there has been so much said about the social aspect of our societies, that is their benevolent purposes, that the main purposes for which they are established have been somewhat lost sight of, and therefore I take this opportunity of stating that pure and simple ours is a trade society, and as much I wish it to be regarded, although we have a number of excellent benefits in connexion with it, about which this gentleman has been consulted. And I think it desirable that the various sources of income we have, and which has not been taken into account, should be understood. In the first place, we excluded last year 1,000 and some odd members. Now we should have a profit of 2,000*l.* in round numbers from those members alone, and perhaps even more than that.

6540. How would you make that out?—By the fact that each member is required to pay from 7*s.* 6*d.* up to 1*l.* 15*s.* for entrance money, and in addition to that there are his weekly contributions, and if he has not paid for 12 months he leaves before he is a free member, and receives no benefit.

6541. (*Sir E. W. Head.*) How many years before were those sums paid; many of them had been paid for several years, I presume?—We find that the great bulk of those who join (they are young men principally who join) allow themselves to become excluded before they are free members, and then they rejoin, and pay a second twelvemonths' payment. That is a common occurrence in all trade societies.

6542. So that many of the members pay twice over?—And frequently three and four times over.

6543. (*Mr. Roebuck.*) They first of all try, then they go away; then they try again; and then they go away, and then try again?—Yes, they do all that.

6544. Thereby the society benefits because they leave behind them a certain sum on each occasion?—Yes.

6545. And the society benefits by the fluctuation of its members?—Yes; and that is almost a necessity in our trade, and it is the same in the engineers, because the men move about from one part to another, and move to a place where perhaps there is not a branch of the society, and then run out.

6546. Do you think that a man does wisely to himself in acting in that way?—No; I think that if he did wisely for himself he would adhere to his society.

6547. Then he would not do wisely for you?—We should get the benefit of the contribution which he would pay.

6548. You think it wise for a man that he should continue, but rather better for your society that he should go away?—You may put it in that way if you like: if the man stays he pays a regular contribution to the society and is entitled to receive the benefits, and if he goes away he leaves the benefits and his payments too.

6549. Do not you think then that you are blowing hot and cold at the same time; you first of all speak of it as a benefit to the society to have 2,000*l.* from a certain number of the men going away, and then you say that it would be equally good for them if a man stayed?—For himself it would be.

6550. I am talking of your society and you say that it is a benefit to them his going away, though not a benefit to himself, therefore I conclude that your interests are antagonistic?—You can make it appear so by putting it in that way. What I mean is that it is a direct advantage to a man to stay with us, but his leaving leaves us the benefit of his payments.

6551. (*Sir E. W. Head.*) When he comes back again he is so much older, and therefore so much nearer receiving the benefits of the superannuation?—No; he has to begin anew.

6552. But when he begins anew, as you say some of them do three or four times over again, he is so much older and so much further on the road towards claiming those benefits?—No; that is one of the great mistakes people make. Supposing a man had been 12 years in our society and became excluded for arrears or anything else, his claim for the superannuation benefit would only date from the time he re-entered the society.

6553. (*Mr. Booth.*) Have you any rule to that effect?—Yes.

6554. (*Sir E. W. Head.*) I did not refer to his claim on account of the time he had been in the society, but on account of his being older. He must be older when he comes back again than he was when he left the society?—Yes; but if the actuary takes the same view as you appear to do, both are in error, because men must be 12 years successively in the society before they are entitled to that benefit.

6555. Have you got the rule which relates to that?—"Any member 50 years of age who has been 25 years successively in the amalgamated society shall be allowed 8*s.* per week for life; and any member of the same age who has been 18 years successively in the amalgamated society shall be allowed 7*s.* per week for life; and any member of the same age who has been 12 years successively in the society shall be allowed the sum of 5*s.* per week for life, if applied for." So that if he ceased his connexion with the society he would lose the advantage so far as superannuation benefit was concerned.

6556. He loses the advantage of the time that has expired until he enters again the second time?—Yes.

6557. But if he continues 12 years in the society after entering the second time he becomes entitled to superannuation when he arrives at the proper age?—Yes.

6558. And he is so much nearer the proper age when he comes in the second time?—Yes; only in the latter case he would be entitled simply to the 5*s.*, whereas in the former case, had he continued his connexion with the society, he would have been entitled to 8*s.*; there would have been his advantage. I may say too that we have in our society many honorary members who pay a regular contribution, it is but small at present, yet there is a disposition on the part of the landlords of the meeting houses to do that; they pay us an honorary subscription, and they never receive anything out. That, therefore, is another source of income.

6559. (*Chairman.*) Has an honorary member anything to do with the ordinary management of the society?—No; nothing except to pay. Another thing which I think lessens our liabilities far more than is the case with any of the benefit societies in existence, is the fact that our rules require that men "shall be of good moral character, steady habits, and good workmen." We subject every man to a medical examination, and when you get men of that class it is reasonable to suppose that in societies like ours you have got a better check over the men than they can have in ordinary benefit societies where the men try to throw themselves on the sick funds when work is slack. We have extraordinary checks round our members; the members work with each other and they know exactly how a man is situated, and whether he is really ill or not; and that we consider to be a very great advantage to us.

6560. (*Mr. Harrison.*) Mr. Tucker, I think, took as the basis of his calculation that a man would lose one week in the course of the year in illness?—Yes.

6561. Do you find from your returns that your members as a fact, are above that average in point of health?—That I have not noticed, but ours is a particularly healthy trade. There has something been said about assets and liabilities. Now we have no liabilities except the benefits we have to pay, but generally in speaking of assets and liabilities it is implied that there is a debt hanging behind. I wish it to be understood that we pay cash for everything we have.

6562. (*Mr. Booth.*) You do not conceive yourselves liable then to pay the superannuation benefit or the sick fund?—Yes, we do.

6563. But are not those liabilities?—Yes, decidedly; but I mean that we have no debt hanging round us beyond what you see in the rules.

6564. They are obligations incurred however?—Yes.

6565. (*Earl of Lichfield.*) With reference to your last answer about the admission of members, will you tell us what better test you have of the fitness of a man in point of health to join your society, than an ordinary benefit society ought to have?—The fact is that he is working in a shop with a lot of men who know him, and in some respects can tell more about him than a medical man can. We have worked at the bench side with the man, and we know what he is capable of doing. We know that if he is an indifferent workman, when out of work he will endeavour to throw himself on the sick fund, and there we have a check over the men; while in a benefit society he would have opportunities to throw himself on their sick fund, and this kind of thing is practised to a great extent among benefit societies.

6566. (*Mr. Roebuck.*) In fact you can distinguish between a sick man and an idle man?—Yes, we can.

6567. (*Earl of Lichfield.*) But so far as the person's state of health upon joining the society was concerned, you would have no further check than any ordinary benefit society has?—I am not sure that every benefit society has a medical man to examine those who enter.

6568. It is the case with every sound society, though that does not include many. You do require a medical certificate before a man joins, as I understood you?—Yes, we provide a surgeon with a book, and he keeps a counterpart of it, and he gives every man he passes a certificate stating that he is in sound health, &c., and produces the other to receive his payment from the society.

6569. You said just now that your society was referred to as a benevolent society, but the real fact was that it was a trade society?—That is its primary object.

6570. Do you think that your society would retain a very large proportion of its members unless it held out the advantage of benefit in the shape of a large allowance in regard to the sick list and superannuation in old age?—I believe that the members support the society and all such societies as ours, the better on account of the many benefits they give the members in connexion with the trade benefit. I do believe that certainly.

6571. Do you think that a large proportion of your members would be willing to contribute to a separate fund for the assistance of men out of employment?—Yes, I believe they would have no objection to do so.

6572. Do you see any objection to your funds being kept separate, that is to say those for trade purposes and those for sick benefits and superannuation?—I see no objection, but I see no advantage. It would be a very simple matter so far as I am concerned personally, and a thing that I should be very willing to adopt and get adopted throughout the society, but I cannot see any advantage in it.

6573. Do you mean to tell me that you do not see any advantage in so managing your society, that no funds contributed for the purpose of assistance to men when sick or for superannuation or death, should be appropriated to purposes of strike?—I see no advantages in that, constituted as our society is.

6574. (*Sir E. W. Head.*) Do you see no advantage in your members knowing exactly what amount of contribution was applicable to what class of payments?—No, I see no advantage in that.

6575. At the present time the fund is a general one, and from the same fund come the allowances of the benefits, and also the expenditure in connexion with strikes and expenses in printing, and the 500*l.* and odd pounds for delegation purposes that have been referred to?—Yes.

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6576. Do you think that if the funds were separate the members would know exactly what proportion of their payments went to one class of expenses, and what proportion to another?—They would certainly know that, but I do not see any advantage yet.

6577. You would admit that there may be a difference of opinion on that point?—Yes.

6578. If a man paid so much a week, and that was in consideration of so much for sick and accident purposes, and if he paid so much more and that was for trade purposes, it is possible that there might be an advantage in that?—It is possible.

6579. In the existing state of the law you would see an advantage in that, would you not?—I do not know that I should.

6580. Have you not complained of the existing state of the law as not protecting the benefit funds when united with trade funds?—Yes.

6581. That would be an advantage, would it not?—We find that we want protection for one as much as the other.

6582. Would it not be an advantage to have one of them at least protected?—It would be an advantage truly if a man happened to dip his hand into the benefit purse instead of the trade purse, but I rather think that the man, if he had the opportunity, would dip his hand into the unprotected purse.

6583. But there would be only one purse to dip into instead of two?—Can you tell me then, if we had only one purse, how we should draw the line if we took the question into court so as to convince a magistrate that the man had got the benefit money instead of the trade money?

6584. I am asking you the question, supposing it were possible to separate the two classes of funds, would it not, in the existing state of the law, be a benefit that one of those two classes of funds would be protected although the other was left in its present condition, it would be a benefit as far as it goes, would it not?—Yes, as far as it goes, but we want protection for our trade funds.

6585. (*Mr. Booth.*) Would it not be an advantage if the benefits which you hold out to your members as a benefit society for superannuation and relief during sickness and funeral expenses could be held out with certainty?—I take it that they are held out with certainty.

6586. Then I will ask you first whether it would not be an advantage that they should be held out with certainty?—Undoubtedly, and I hold that they are so.

6587. And supposing it could be shown that if you mix up with your benefit society a trade society, it is impossible that those benefits should be secured, would that not be a disadvantage?—It would if it could be shown, but I do not believe that it can be shown, and I am certain that it has never been shown, but on the contrary we can give a number of instances which would show that it mattered not whether our societies had a balance of a 1,000*l.*, or 10,000*l.*, or 100,000*l.*, because for practical purposes our societies would be sound and healthy if they had simply a working balance in hand.

6588. But if all the actuaries in the kingdom were of opinion that if you so mixed up your accounts the society must be economically unsound, should you still be of the same opinion?—I believe that all the actuaries in the kingdom could never calculate what a strike would cost.

6589. That is the reason, I presume, why if you mix up the two funds you cannot secure to those who are upon the benefit funds, that they shall have the benefits?—You question me upon the assumption that men join the society—some for benevolent purposes, some for trade purposes—but the fact is that they join it as a whole, they do not join it, one for superannuation, another for sick pay, and so on.

6590. Then you think that a mere benefit society is of no value in the world?—No, I do not think anything of the kind.

6591. Supposing it is of value, is it not an advantage that the benefits which it holds out to its members should be secured?—Yes; but the men feel indignant when they know that the employers, as a body, when they combine could find means of investing their funds securely, while we cannot for trade purposes have them protected, the men would feel careless about having one part of the funds protected and the other left unprotected.

6592. I was not speaking of the protection of the funds, I was merely wishing to ascertain whether it was not of some value that the benefit fund should be kept in such a form as that the benefits it held out to its members should be secured to them?—I believe that it is kept in such a form now.

6593. (*Sir D. Gooch.*) How do you propose to secure the benefits to the man that comes on looking forward to the future, either sickness or superannuation, what security has he that the funds will not be all appropriated to strikes?—The funds are never all appropriated to strikes, therefore he wants no security against that which never occurs.

6594. (*Lord Elcho.*) You have just said in answer to Mr. Booth that it seemed unjust that the masters should have the means of gaining security for their funds, supposing that they have funds, and that the men should not. What is the difference, how have the masters by law any security if they combine for their funds which the men have not for theirs?—I am not aware that the employers' associations invest their funds, but I believe that their knowledge of business would enable them to invest their funds securely, and that they from their smaller numbers, have opportunities of doing it that large numbers of men have not. For instance, if the employers' association agreed to take three men as security they could invest their money in any bank in the world in those three names. But working men have to do it in the name of their society, and if they do it in that way they get no protection.

6595. You do not mean that the law, as it at present exists, draws any distinction as to the security of the funds which is to the advantage of the master and to the disadvantage of the men?—No, and I did not wish it to be understood so, but I simply wish to show the difficulty there is in our case on account of the large numbers of the men in contrast with the masters.

6596. Rule 17, at page 30 of your book of rules says, "Members of this society shall be entitled to all benefits "by paying 1*s.* per week contribution and 3*d.* per quarter "to the contingent and benevolent fund?"—Yes.

6597. I turn to page 54 and see what these benefits are, and I find that the table of benefits is as follows:—"Dona- "tion benefit for 12 weeks, 10*s.* per week; donation benefit "for 12 weeks, 6*s.* per week; for leaving employment "satisfactory to branch or executive council, 15*s.* per week." That means strikes, does it not?—Yes it comes to that.

6598. "Tool benefit to any amount of loss; 5*l.* where a "member six months; sick benefit for 26 weeks, 12*s.*; so "long as illness continue, 6*s.*; funeral benefit, 12*l.*; when "a member six months, 3*l.* 10*s.*; accident benefit, 100*l.*; "superannuation benefit for life, if a member 25 years, 8*s.*; "if a member 18 years, 7*s.*; if a member 12 years, 5*s.*; "emigration benefit, 6*l.* Benevolent grants according to "circumstances in cases of distress." Now that is the table of benefits which you promise, including money that goes to strikes, which is what is there called "leaving employment" or payment of 1*s.* per week and 3*d.* per quarter; do you believe that all these liabilities can be met by such a payment of 1*s.* a week and 3*d.* a quarter for the contingent and benevolent fund?—Yes, I believe it is possible that they can be, from the fact that they have been.

6599. Without levies?—I believe it is possible that they can be.

6600. On what does that belief rest—on the results of long experience?—Yes; during the first four years of the society's existence we had no such thing as a strike; I do not suppose that we paid with reference to trade privileges over some few pence comparatively speaking, whilst during the last three years of its existence we have paid a very great amount in that way. Now I believe that the time will come when we shall have settled down into a quiet state and when we shall cease to pay such large sums of money as we have paid during the past three years. I believe that that will be the result of the endeavours now going on amongst the members to establish between themselves and their employers a thorough understanding by means of these working rules. That will lessen our liabilities to a very great extent.

6601. Your belief then, speculating in regard to the future from your experience of the past with reference to strikes is, that this payment of 1*s.* per week and 3*d.* per quarter will cover all these benefits which you hold out to the members who join your society and at the same time cover any expenditure for strikes?—We have something more than speculation; we have the advantage of the experience of other societies.

6602. I will call it "experience" instead of "speculation" if you prefer it?—We had the advantage of the experience of the engineers society, a society which was formed by amalgamating a lot of local societies, containing very many old members. They started from their very formation to pay all the benefits which we pay, including superannuation, and had been in existence something like 10 years when we started, and we naturally thought that if having started with a few thousand members and a very few thousand pounds they had got up to something like 80,000*l.* or 90,000*l.* there was something more than speculation about that; we believed that a shilling would purchase just as much for a carpenter and joiner as it would for an engineer, and that we take to be the result of experience and we have, right or wrong, attached more importance to the experience of the past than we have to actuaries' calculations.

6603. Then you believe that your promises can be fulfilled, and that the position financially of your association is sound as regards the future; and that belief rests on the experience not of your own body so much, as on the experience of a cognate body of the amalgamated engineers, who have been established longer than you have?—I base it on our own experience and the engineers as well.

6604. But you have likewise stated, have you not, as the reason of your hope not being speculative but existing on a sound basis, that your society is founded on the model of the amalgamated engineers society, which has existed longer and which you believe to be sound?—Yes.

6605. Are you aware whether in the opinion of persons who understand these matters financially, as actuaries do, the society of amalgamated engineers is sound?—I believe the same with reference to them as I do with reference to us, that no actuary in the world can calculate what it requires to pay men on strike or who are locked out; therefore all their calculations must necessarily fail, because our fund is one common fund from which we pay all these benefits, and we make a provision that so long as the men adhere together, it will be absolutely impossible for any one man to go without his benefit.

6606. We will put the strike question aside; do you believe that irrespective of the strike question this table of benefits which you hold out (barring the strike element as I say) can be met by the promise held out in your 17th rule, that the man on payment of 1*s.* per week and 3*d.* per quarter shall be entitled to certain benefits?—If you separate the two you put us out of existence as a trades union, and that is our primary object.

6607. You admit then that if we were to strike out the strike element and the subscription for trades purposes, these benefits which you hold out could not be met financially by the contributions named?—I do not mean anything of the kind; our first object is that of a trades union, and we blend the other with it.

6608. All who subscribe to this society are entitled to certain benefits by rule 17?—Yes.

6609. That rule 17 promises them all the benefits. I turn to the table of benefits at page 54, and I find a list including benefit for trade purposes. I ask you whether, excluding trade purposes, the money subscribed would meet the other purposes. If it do not meet them, *à fortiori* it would not meet the other; but I ask you whether supposing that all your money should go to the benefit purposes the subscriptions would meet them?—I have no means of testing that except by experience, which I submit is the only fair test, and the fact is, that in the past it has paid the sick benefit and the strike as well, and left us a balance of 13,000*l.*

6610. That is for the time that you have been in existence?—Yes.

6611. But upon the calculations which you know you must take into consideration with reference to the future, do you believe that upon your present footing your society is sound *quà* benefits alone, putting strikes aside?—As to what I believe my opinion perhaps would be worthless; I believe it is sound, but I have no means of knowing whether it is or not, as I said before, except by experience. Those who are used to these calculations would be better able to form an opinion on that subject than I am, but I say that in the past it has paid all these benefits, the strike benefit as well, with the exception of superannuation; and I fall back on the fact that the engineers, when they started, commenced paying their superannuation benefit, and that no trade society in the world has prospered as they have done since that.

6612. You are aware that the opinion of Mr. Tucker, the actuary, differs from yours as to the soundness of the society?—Yes.

6613. You say that during these years you have paid your way both as regards trade purposes and as regards benefit purposes, and that you have a fund in hand. Have their been no levies during these years?—No. There was once a levy in the first year of the society's existence, a local one in London.

6614. You have had no extraordinary levy for either trade or benefit purposes?—We have not had a levy at all.

6615. No whip or levy?—No.

6616. You have a power to exercise the whip?—Certainly.

6617. I should like to read to you a few lines from page 24 of your rules, at section 10 of rule 13, and to know whether this is the rule under which you exercise this power of an extraordinary levy: "They" (that is the executive council) "shall have power to make an order "upon any branch for monies to discharge any bills or "debts contracted by or on account of the society. But "the executive council shall have no power to enforce "levies until they have obtained the sanction of a majority "of the members voting." That is the power under which you raise these levies?—Yes.

6618. You have no other rule under which that is done?—No.

6619. (*Mr. Roebuck.*) That has never been put into exercise?—No; there has been no necessity for it.

6620. (*Lord Elcho.*) If from any cause, either excess of expenditure or strikes, or accidents, or any other cause, the funds that you had from ordinary payments were insufficient, you would have recourse to a levy?—Decidedly.

6621. And that levy would be under that clause 10 of rule 13, the power would be given by the words which I have now read?—Yes.

6622. And you believe that every member of the society, when he joins and pays his 1*s.* per week and 3*d.* per quarter, is aware of this contingent liability which may or may not arise, and which is unlimited?—Yes; I am certain that every member who joins a trade sooiety, whether he pays a penny a week or a shilling a week, understands that the principle on which the society is based is that, if the contribution is not sufficient to meet the purposes, the members must subscribe to make it up.

6623. This clause is read to them, and they go into it with their eyes open, you say?—They do more than that; they have a copy of the rules given to them and have a fortnight to consider them, and then, when they are called up, they are asked if they understand what the rules mean, and whether they will subscribe to them.

6624. Supposing the actuary to be right and you to be wrong, then in the future, the only way in which the society's promises could be performed and the society continue solvent, would be by very heavy extra levies?—It would not be very heavy; a contribution of 1*s.* a member would put us in possession of 450*l.*, and I could point out scores of cases where the members voluntarily supplement the members strike pay by an extra 3*s.* or 4*s.* per week, and it would not require many of those to accumulate 20,000*l.* amongst so many members.

6625. A man who joins the society is promised upon payment of 1*s.* a week and 3*d.* a quarter, certain benefits, and if he strikes strike pay, but it might happen that instead of paying 1*s.* 3*d.*, he might be called on in the future, in order to enable the society to fulfil its promises, to pay more than that?—Yes; and he understands that perfectly well; he does not need any teaching about it.

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6666. (*Mr. Merivale.*) Have you at all estimated in your own mind to what extent the funds of the union which you represent have been benefited by people ceasing to pay up, and forfeiting therefore their payments?—A vast amount of benefit it has been. I never estimated it, but I take it that last year our society received from that source at least 2,000*l.*

6667. (*Mr. Harrison.*) The only benefit in your society which is a matter of speculation, as it were, in the future, and for which you cannot say that an immediate call may be made upon you, is the superannuation fund, is it not?—Yes.

6668. The other funds are in their nature immediate and come upon you year by year—it is not prospective in that case?—That is so.

6669. With the exception of the difference which is made by man increasing in years (and no doubt that, to a certain extent, adds to sickness), the calls are immediate?—Yes.

6670. What other society besides yours has a superannuation fund?—I do not know of any other society besides the engineers and the iron founders. This reminds me of a question very important to our society as to which society that man was connected with,—who expressed his regret, as Mr. Mault said, that the society was dissolved and could not pay its superannuation benefit. I know that there has been no national organization connected with our trade that has ever offered a superannuation benefit except our own.

6671. Do you know of any society that has ever offered a superannuation benefit and not paid it?—No.

6672. How long have the engineers trade had a superannuation fund?—Ever since they started.

6673. And they have hitherto paid upon that?—Yes.

6674. Then as far as you know the criticism on the solvency of the society which is contained in the report of Mr. Tucker does not apply to trades' unions generally, but only to the three which possess superannuation funds?—Yes.

6675. You said just now that you consider that your society would pay its obligations whether it had a large balance or a small balance?—Clearly.

6676. How do you explain that?—As I said before I believe that a society like our own would be sound and healthy whether its working balance, that is the balance over and above what is required just to pay the benefits at

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the time being, was 1,000*l.* or 10,000*l.* Take our society as an instance. It has a balance of 13,000*l.* at the present moment, and if I found that balance coming down to 6,000*l.* I should lay a plain statement before the council as to what I thought the proper course to pursue, and should advise that the members should be informed that during the last twelve months or six months, as the case might be, the funds had gone down to such a state that it was necessary that each one should subscribe towards making up the funds. The council might say, "We will wait a little longer," but if the council endorsed that advice they would say to the members, "The contribution is not sufficient to "keep up what we consider a fair working balance; you "must each of you contribute towards making up that "balance to a fair working sum." They might be asked to contribute each 5*s.*, for instance, and that would give us an enormous sum at once; or they might be asked to contribute 1*s.* per week for 10 weeks, and they would in such a case do it just as cheerfully, I have no hesitation in saying, as they would receive 5*s.* from the society.

6677. You consider that the essential stability of your society depends in the first place upon prudence of management and in the next place upon the confidence in and strong feeling for the society which the members have?—Undoubtedly I do, and it so happens that in our society, like the engineers and others, many of our members hold position of responsibility as foremen and managers, which renders it necessary that they should be men of good character and steady habits, and however much we regret to leave a man behind who is not up to our mark, we do it. I can point out in our society a couple of hundred instances where men hold the most responsible positions, and never do such a thing as draw upon our funds; this is another source of income.

6678. (*Mr. Roebuck.*) You leave behind you all scientific considerations connected with your society; those are moral considerations, and have nothing to do with the science of numbers?—No.

6679. You do not combat what the actuary has said about the science of numbers, but you bring in this counterprise?—I have never yet understood an actuary to say that he has ever grappled with the question how much will meet the contingencies arising out of strikes. As I have already said, strike off our trade objects and you cut off our heads.

6680. (*Sir D. Gooch.*) If a man looks to the future, which everyone is entitled to do in paying his 1*s.* a week, if he looks forward say to the next 25 years, supposing the actuary is right in saying that the 1*s.* a week does not or will not, at the end of 25 years, meet the superannuation allowances, how do you propose for your society to meet those allowances—allowances which will be permanent after that time, because every man that goes into the society next year may then be receiving superannuation: how do they mean to provide for that permanent charge if the 1*s.* a week will not do it?—We should provide in this way: it is well understood that all such cases in every trade society in existence are provided for by levy, if the contributions proved insufficient.

6681. But the test has never been applied to the men, whether, if the permanent charge were 2*s.* 6*d.* a week instead of 1*s.* a week, those men who paid formerly 1*s.* would contribute 2*s.* 6*d.*?—I believe they would do it, if it came to that; but I cannot think it will ever come to that. The funds of the engineers', we find, have increased to a fabulous amount; they have 140,000*l.* or 150,000*l.* at the present time, and 33,000 or 34,000 members contributing 1*s.* a week likewise.

6682. (*Lord Elcho.*) Are you aware of a case which somewhat illustrates the position which you have taken up, that recently rose out of the Barnsley accident. The case, as I have head it, is this, that a benefit society of miners there held out certain prospective benefits to those who subscribe, amongst others payment to widows, so much a week, and to children in proportion. This accident, taking away at once the lives of 300 men and upwards, caused such a strain on the funds that the funds were unable to meet the demand, and they could not fulfil on the ordinry subscriptions the promises which they held out; they therefore determined to make extraordinary levies on their own members, and they have appealed to the other trade societies throught the kingdom?—I am aware of that.

6683. Perhaps your society has been appealed to?—It has been appealed to, and contributed cheerfully too.

6684. So that in such cases the members of such societies are not only liable to extra levies to meet the demands of their own societies, but possibly they may have extra levies to meet the liabilities of other societies?—Yes; they fully understand that, and there is nothing they do more cheerfully than they do that. But I desire just to say that I believe that when the miners entered into their calculation, as to what accident benefits they could pay for certain sums of money, they acted under the supposition that the inspectors of the mines would do their duty, and it is very clear to me from what I have read and know of the matter, that the miners have had to suffer from the gross neglect of the mining inspectors who are paid out of the pockets of the ratepayers.

6685. (*Mr. Booth.*) Supposing that at the end of 20 years from this time when your superannuation allowances begin to be payable, the society then proves to be insolvent, do you suppose that other societies will be willing to come in aid of your insolvent society?—Yes, I believe they would; but I cannot imagine a state of things of that kind, because there will certainly be many more young men enter than there will be old men on the superannuation fund.

6686. I am merely assuming that the actuary is right in his calculation, and that it is possible that at that period your society may prove insolvent, you think that if it did other societies would come in aid of your society?—If such a thing occurred, I believe they would, from the fact that we have rendered in the past and will, I believe, in the future render assistance when asked. I never knew a trade society in my life that failed for want of help.

6687. (*Lord Elcho.*) Your society answered the appeal in the Barnsley case?—Yes, we contributed, and cheerfully.

6688. Did you contribute out of your ordinary funds?—Out of our contingent fund.

6689. (*Mr. Hughes.*) When you say that you have had no experience in this matter, I wish to know whether any special levies have been made during your secretaryship in your society?—There never has been any levy during the society's existence.

6690. (*Earl of Lichfield.*) Do not you think that that case to which you have just adverted, was a case for a levy to be made when another society through a fearful accident such as that which occurred at Barnsley appealed to you for assistance?—The contingent fund is intended to assist members in cases of extreme distress, and other trades.

6691. But you have no doubt that your members would at the time willingly have assisted those persons in distress if they had been asked?—They would.

6692. Would it not have been far better to appeal to them as individuals rather than take it out of a fund subscribed for another purpose?—But it was subscribed for that purpose.

6693. Will you tell us what that fund is exactly?—It is a contingent and benevolent fund.

6694-703. The rule tells you, I suppose, what may be done with the contingent fund; just let us hear what the rule say?—"In the event of an application to the executive "council by other trades for assistance the general society "shall obtain information respecting the same, and on the "executive council being satisfied of the genuineness of "the case, shall grant such assistance as the state of the "funds may warrant, or the case may in their opinion "deserve."

6704. It is under that rule that you granted that money out of the contingent fund?—Yes, and our reason in making the grant was that they wanted it immediately, but the members subscribed voluntarily throughout the society without our asking for it.

6705. In those cases it is left to the executive council to say whether they consider that the fund they have is sufficient for the expense, and to give the grant accordingly?—Yes.

* * * * * * *

The witness withdrew.

Mr. Tucker's evidence.

Mr. ROBERT TUCKER re-called and further examined.

6763. (*Chairman.*) You have heard what has been stated by Mr. Applegarth. Is there anything in which you have any desire to alter the statement you have made?—No, except that so far as there are the means by extra contributions of making good any deficiency, that must remove any objections I have made to the insufficiency of the payments.

The witness withdrew.

MINUTES OF EVIDENCE taken on TUESDAY, 23rd JULY 1867, the Right Hon SIR WILLIAM ERLE in the Chair. (*Fourth Report*, pp. 40 *et seq.*)

Mr. ROBERT TUCKER further examined.

7232-40. (*Mr. Hughes.*) In answer to question 6480 when you were asked whether you could furnish us with the tables of any benefit society offering similar benefits to these tables which were before you, you said, "I will look it out." Now to-day I produce the rules (*handing the same to the witness*) of the Finchley Benefit Society; that is the one which you allude to, is it not?—Yes.

7241. I see that this society appears simply to be a society for providing deferred annuities; I have only had time just to glance at it, but that is so, is it not?—The subscriptions for deferred annuities are very few indeed; it is principally for sickness and sums at death and endowments for children.

7242. But there are several tables in this book?—There are several tables, but if you look at Mr. Nieson's valuation in 1840, you will see that the subscriptions for these deferred annuities are very few indeed.

7243. It appears to me from Table 6 that really the subscriptions are not very much larger than those of the amalgamated society. It appears to me that for the payment of 1*s.* a week 10*s.* a week is insured at the age of 65 years. Is that so from that Table 6?—If you add No. 5 and No. 3 columns together it would give you 3*s.* 6½*d.* for 8*s.* a week at the age of 30, and according to Mr. Finlaison's table it is 2*s.* 10*d.*

(*The witness handed in the following table, which is Table 6 of the United Provident Institution, established at Finchley.*)

MONTHLY PAYMENT to provide a Deferred Annuity of the following sums, to commence at 65 years of age. Contributions to cease also at 65 years of age.

Ages.	Monthly Contributions for					Yearly Payment for	Ages.
	2*s.* 6*d.* per Week.	3*s.* per Week.	4*s.* per Week.	5*s.* per Week.	10*s.* per Week.	10*s.* per Week.	
	s. *d.*	*s.* *d.*	*s.* *d.*	*s.* *d.*	£ *s.* *d.*	£ *s.* *d.*	
15	0 6½	0 8	0 10½	1 1	0 2 2	1 15 11¾	15
6	0 6¾	0 8½	0 11	1 1¼	0 2 3¼	1 7 1¾	6
7	0 7¼	0 8¾	0 11½	1 2¼	0 2 4½	1 8 4½	7
8	0 7¾	0 9	1 0	1 3	0 2 6	1 9 8¾	8
9	0 7¾	0 9½	1 0½	1 3¾	0 2 7¼	1 11 0¾	9
20	0 8¼	0 10	1 1	1 4½	0 2 8½	1 12 6¼	20
1	0 8½	0 10½	1 1¾	1 5¼	0 2 10¼	1 14 1	1
2	0 9	0 11	1 2½	1 6	0 3 0	1 15 8½	2
3	0 9½	0 11½	1 3	1 7	0 3 1½	1 17 5½	3
4	0 10	1 0	1 4	1 8	0 3 3½	1 19 4¾	4
5	0 10½	1 0½	1 4½	1 8¾	0 3 5½	2 1 3	5
6	0 11	1 1	1 5½	1 10	0 3 7¾	2 3 4	6
7	0 11½	1 1½	1 6¼	1 11	0 3 10	2 5 8	7
8	1 0	1 2½	1 7¼	2 0	0 4 0	2 7 11	8
9	1 0¾	1 3¼	1 8¼	2 1¼	0 4 2½	2 10 5¾	9
30	1 1¼	1 4	1 9¼	2 2½	0 4 5¼	2 12 11¾	30
1	1 2	1 5	1 10½	2 4¼	0 4 8	2 16 0	1
2	1 3	1 6	1 11¼	2 5¼	0 4 11¼	2 19 1	2
3	1 3¾	1 6¾	2 1	2 7½	0 5 2½	3 2 4¾	3
4	1 4¾	1 7¾	2 2¼	2 9	0 5 6	3 5 11½	4
5	1 5¾	1 9	2 4	2 11	0 5 10	3 9 9½	5
6	1 6½	1 10½	2 5¾	3 1	0 6 2	3 13 11	6
7	1 7¾	1 11¾	2 7½	3 3¼	0 6 6½	3 18 5	7
8	1 9	2 1	2 9¼	3 5¾	0 6 11½	4 3 3	8
9	1 9½	2 1½	2 10	3 6½	0 7 0½	4 8 6	9
40	1 11¼	2 4½	3 1¾	3 11¼	0 7 10½	4 14 3	40
1	2 1¼	2 6¾	3 4½	4 2¼	0 8 4½	5 0 6¾	1
2	2 3	2 8¼	3 7	4 5¾	0 8 11¼	5 7 5½	2
3	2 5	2 10¾	3 10½	4 9¾	0 9 7	5 15 0	3
4	2 7	3 1	4 1½	5 1¾	0 10 3½	6 3 4½	4
5	2 9¼	3 4	4 5	5 6½	0 11 0½	6 12 6	5
6	3 0	3 7	4 9½	5 11¾	0 11 11¼	7 2 11¾	6
7	3 2¾	3 10½	5 1½	6 5½	0 12 10¾	7 14 6	7
8	3 6	4 2¼	5 7	6 11¼	0 13 11¼	8 7 5½	8
9	3 9¾	4 6¾	6 0¾	7 7	0 15 2	9 2 1	9
50	4 1¾	4 11¾	6 7¾	8 3½	0 16 7	9 18 9	50
1	4 6¾	5 5½	7 3¾	9 1	0 18 2	10 17 10	1
2	5 0	6 0	8 0	10 0	1 0 0	11 19 10¾	2
3	5 6¾	6 8¾	8 11	11 1¾	1 2 3	13 16 10	3
4	6 2	7 5	9 10¾	12 4	1 4 8	14 15 11	4
55	6 11¾	8 3¾	11 0¾	13 10¾	1 7 8¾	16 12 0	55

7244. Do you know the class of persons who belong to that Finchley society at all?—No, I do not; they are either tradesmen or agricultural labourers, I suppose.

7245. (*Earl of Lichfield.*) It appears to me that it must be utterly useless to compare the rates in this society, upon which you have made a report, with the rates of a society like this Finchley society; for this reason, the rates in a society where all the money collected for certain purposes is invested to meet the liabilities under those heads would be no guide to the rates required in the case of a society where the funds collected are not, as a matter of course, devoted to the separate purposes for which they are raised. That is so, is it not?—I think so.

7246. (*Mr. Roebuck.*) Could you not put it in this way, that the affairs of a society accurately conducted cannot be compared with those of a society which is not accurately conducted?—As benefit societies.

7247. But the Finchley society being a benefit society, and being properly conducted, and solely for the purposes of a benefit society, has succeeded, has it not?—It has.

7248. And those that you have applied your mind to and reported upon are societies which ostensibly are benefit societies, but combined with them are trade purposes, and therefore the result happening to them is no guide for what would have happened to a society conducted upon proper principles?—Just so.

7249. That is all that you mean?—Yes.

7250. (*Mr. Hughes.*) You do not mean to say that these societies whose tables you have been looking at, whether those tables are foolish or wise, have failed?—No, their funds are increasing every year.

7251. (*Mr. Roebuck.*) Did you not hear it stated that they have the means of making what they call levies?—Yes.

7252. And that those would supply all the inaccuracies of their management?—Yes.

7253. (*Mr. Booth.*) Do you mean to say that their funds are increasing with reference to their liabilities?—I cannot say that.

7254. (*Earl of Lichfield.*) There is no reason why you should not answer that question, because you have the figures before you. The question, as I take it, is simply this: does the sum invested every year increase in the same proportion as the fixed charges under the head of superannuation and sums at death increase?—No, it does not.

7255. (*Mr. Hughes.*) Can you answer "No" positively unless you know the ages of all the persons each year in the society?—Take for instance the supposition that a lot of old men or middle-aged men have retired from the society. Unless you know the ages of all the persons still insured surely you cannot answer "No" to that question?—It is a matter of opinion.

7256. (*Earl of Lichfield.*) It appears to me that taking into consideration all the circumstances, that is to say, the increase in the number of member, and therefore the greater additional liability thrown upon the society, you can form a fairly accurate estimate of the extent to which the society is likely to be able ultimately to meet its liabilities in this way. I take 10 years for instance, and I will ask what amount was paid by the society for superannuation in the year 1856 and in the year 1866, and then I will take the reserve fund in 1856 and the reserve fund in 1866, and if I find that the liabilities for the year under the head of superannuation in the year 1866 have increased in a very much greater proportion than the balance in hand has increased between the years 1856 and 1866, should I not then be justified in feeling that there was considerable doubt as to the soundness of that society?—Looking at it as a benefit society I should not be able to answer the question satisfactorily, unless one could make a valuation of the present state of the society with respect to its assets and liabilities, for we should not know how persons had left the society, as Mr. Hughes has put it, and the other would be a mere matter of opinion, it would not be a matter of fact.

7257. But would it not be a guide?—Well, those things are very deceptive sometimes.

7258. (*Sir D. Gooch.*) But cannot an actuary tell us accurately or tolerably accurately what amount of subscriptions ought to be paid to produce the results that those societies offer to their members as superannuation?—I think I have stated that.

7259. If a man enters the society and pays during 25 years, for instance, there ought to be a fund from which he can certainly draw that superannuation for which he has paid a subscription over that period of his life?—Yes.

7260. (*Sir E. W. Head.*) The process of extraordinary levies which might be spoken of as capable of supplying any defect in these weekly payments merely means that a man may be called upon to pay more at any time when the necessity requires it than he is told that he will have to pay when he pays the shilling a week?—Just so.

7261. (*Sir D. Gooch.*) But do you think that young members coming in 25 years hence would be at all disposed to treble or double their payments in order to pay annui-

G. FINANCIAL POSITION OF TRADES SOCIETIES.

Mr. Tucker's evidence.

tants who may have been in the society before?—I do not think so.

7262. (*Earl of Lichfield.*) With reference to your last answer to me, it does appear to me that it is of very great importance to the members of these societies to ascertain whether, setting aside the question of payments made on account of assistance to members while out of employment, there is a fair prospect of the benefits which they have hitherto subscribed for being paid to them when they become due; and I think that the question which I put to you just now is capable of a clearer answer than you gave to it. You said that you had some doubt about it, but it appears to me that if you can show that the amount paid yearly to meet the benefits promised increases in a larger proportion than the reserve fund set aside for that purpose, the natural conclusion would be that money which ought to have been invested to meet those liabilities has been appropriated to other purposes; is that so or not? And further, ought not the balance in hand to increase in proportion to the increase in the amount paid for those benefits yearly If there are a large number continually joining a society and their funds increase, there must either be a large increase upon their annual income, or a large increase upon their balance in hand to meet the increasing liabilites which appear to come upon them; that is so, is it not?—I think so; the yearly income would increase and the balance would increase.

7263–64. (*Mr. Hughes.*) I will ask you upon that whether you have the amalgamated engineers' tables before you, because that is the only society of the kind that has been in existence more than 10 years?—I have only one account.

7265. Lord Lichfield has referred to two particular years, namely 1856 and 1866. Has not the reserve fund more than doubled in that time? What was the income in 1866?—In 1866 the income was 83,219*l.*

7266. (*Earl of Lichfield.*) I have not gone into the figures or tested them; I asked you the question without having the least idea how those figures would come out. I wanted to know whether the increase in the fund in hand and in the society's assets ought to be in the same proportion as the increase in the payments out under those heads which I find in the financial statement?—I have not seen the account for 1856.

7267. (*Mr. Hughes.*) But I understand as a theoretical question the reserve fund ought at least to increase in as high a ratio as the income?—Yes.

7268. (*Earl of Lichfield.*) Will you give an answer to that question of mine after having carefully considered the point?—Yes.

The witness withdrew.

Mr. Applegarth's evidence.

Mr. ROBERT APPLEGARTH further examined.

7269. (*Chairman.*) We have recalled you to give you an opportunity of making some statements which you wish to make; first I think in respect of Mr. Tucker's evidence there is some statement which you wish us to consider?—In reference to that point I only desire to trespass on the time of the Commission because I had no idea when I was here last time that I should be called on at all, and therefore was unprepared. I desire now to add that there are many other sources of income that Mr. Tucker has not taken into account; I gave some last time in addition to the shilling a week; I will now just run over some others which go to make up the total.

7270. You wish to draw our attention to some sources of income not taken into account by Mr. Tucker?—Yes.

7271. The society may have been proved to be insolvent upon the data which Mr. Tucker had before him and yet may be solvent upon the data which he ought to have had before him, that is your meaning?—Yes, in theory, that may so, and I will now point out the sources of income. In the first place I may remark that our members are required to pay their contributions regularly or they are fined: there is a fine of 3*d.* when they are six weeks in arrears, another 3*d.* when they are eight weeks in arrears, and then they become suspended from benefit if they get beyond that. Now the various fines last year brought us an income of 400*l.*, our bank interest amounted to 181*l.*; it is not imperative that the officers shall send a return of the bank interest each year, but if they happen to add anything to it or draw anything out at the end of the year, then their interest is posted up; the amount therefore might be much more than 181*l.* Our rules and various documents that are circulated throughout the society brought in last year an income of 184*l.*

7272. They are circulated at a price, are they?—Yes, the men are compelled to pay 3*d.* for every copy of rules that they buy, and every member is compelled to have a copy before he joins the society.

7273. (*Mr. Hughes.*) Is that item net profit?—That I would not undertake to say, because there are the reports included in it. I was stating just now that our members are sometimes suspended from benefit, that is a decided source of income to the society, because if a man fails to pay his subscription he is debarred from certain benefits which he could claim; from that source we had a profit last year of 250*l.*, or, in other words, if all the members had kept up their subscriptions there would have been a liability to the extent of 250*l.* entailed on the society which was not in fact entailed on it.

7274. (*Mr. Roebuck.*) Have you put on the other side of the account the loss of the subscriptions of those members?—It is never a loss until they run entirely out, and then their liability goes with them.

7275. The source of income is the fine or the money which they leave behind; but have you put on the debit account the loss you have sustained by their not paying their subscriptions?—Yes, undoubtedly, the loss records itself.

7276. (*Sir D. Gooch.*) In your accounts do you credit a subscription whether you get it or not?—No, only the net money collected. These various items I have named would make an income altogether over 1,000*l.* for last year alone, which Mr. Tucker did not and could not have taken into account. I have looked carefully through his evidence and I have no complaint to make of it. He stated what in his opinion a shilling a week would purchase, and his statement applies to societies based on scientific principles; but not to such societies as ours. If our contributions, should prove insufficient, we can supplement them by a levy. Therefore, as I said before, it matters not whether we have 1,000 or 10,000*l.* in hand, we are always in a sound state, and experience has proved that we need no levies. It will be remembered that the item of printing and stationery was pointed out as not economical. Now I may state that in that very item which was selected there were 20,000 copies of rules which will produce a profit of at least 100 per cent. when sold.

7277. (*Chairman.*) Surely Mr. Tucker's calculations were founded upon solvency and not upon good or bad management?—Quite so; but in reply to a question from Mr. Roebuck as to whether our charges for printing and stationary were economical there was a direct answer given. Therefore I think it is only fair to correct that. To us it is very important that it should not go out to the world that our items for this, that and the other are excessive, when really it is not the case. In the item of stationery which was specially point out we have at the present time 500*l.* worth of that in stock. Our sets of books for the branches will cost about 2*l.* 5*s.* per set; but they will last, part of them for seven and part of them for 10 years. Last year having progressed so extraordinarily we ordered an extra stock and that made that item more than it would be in another year. And on the other hand must be deducted from the item for prints the amount the printed matter realizes, the reports for last year brought in about 70*l.* Then again last year we printed about 48,000 monthly reports which sold at 1*d.* each and realized a large profit. And all these things are accounted for in the item of printing.

7278. (*Sir D. Gooch.*) Surely those items do not affect the question that Mr. Tucker raised. He did not go into those questions at all, but he took the payments on account of the benefits you holding out a belief to the members who join your society that they are to have a superannuation at the end of 25 years or any other period. Mr. Tucker only dealt as I understood him with that, and not with these little matters?—But these matters were referred to. Mr. Tucker was questioned on them and gave a direct answer to the effect that he did not consider these items reasonable.

7279. (*Chairman.*) You have stated certain sources of income as bearing upon the question whether your income is equal to your expenditure. This other question is a totally different one?—Yes, but it is one which Mr. Tucker was questioned about, and I thought it only fair to follow him over the same ground.

7280. (*Sir E. W. Head.*) If I understand you the fines represent the compulsory action of the society on its members?—Yes.

7281. That is to say, the difficulty they have in getting their rules obeyed and the payments made punctually. Is not that so?—Yes; and the punishment in case they do not obey the rules.

7282. The profits from that source will be great in proportion to the reluctance there is to obey the rules?—Yes, clearly so.

7283. (*Chairman.*) And according to some of the rules which I have seen for very small offences (if I might use the word) and which are certain, humanly speaking, to occur many times, the fine is very heavy indeed. Of course, a society might be set up on that footing and its profits be enormous if the members remained in it?—But there is nothing either oppressive or unfair about our fines.

7284. (*Sir D. Gooch.*) You do not look on your fines as part of your income?—No; I simply mention it as a fact that the members do occasionally run into arrears and are fined in consequence.

7285. (*Sir E. W. Head.*) If the subscriptions are punctually paid and the money paid into the bank, it would bear interest, would it not?—Yes, undoubtedly.

7286. Then the fine is not all pure gain, but there is the loss of the interest to be taken into the account?—Yes; but we should not get 3*d.* interest for 6*s.* Mr. Tucker expressed a doubt at the same time as to what would apply to trade privileges. I shall be very glad to give him any information on that point. And I may conclude this part of my evidence by stating shat Mr. Allan will follow me and tell you that their society (the amalgamated engineers) was based when it started on a 10 year's experience of two of the largest societies in existence, and that it has succeeded. Mr. Guile, of the ironfounders, will follow if you desire it, and tell you that they have done what the engineers have done for 57 years.

7287. (*Mr. Hughes.*) Do the fines in fact drive men from the society?—No.

7288. (*Sir D. Gooch.*) Do all the members who join your society become entitled to your superannuation?—One uniform payment of a shilling entitles them to superannuation and every other benefit, but they have to be in 12 years, 18 years, and 25 years respectively, and then they must through old age or infirmity be enabled to work at the trade before they are entitled to that benefit. I wish to make a statement in reply to a question that Lord Lichfield asked me last time as to whether our society had any better check in regard to the health of the men admitted than ordinary benefit societies; he said that all sound benefit societies had medical examinations before they admitted men. I can only say here is the book of rules of the Royal Standard Society which has been pronounced by Mr. Tidd Pratt to be the best, or one of the best, and they have no such rule. We have the advantage of them, therefore, because we have a medical examination, and they have none.

7289. (*Earl of Lichfield.*) Do they provide superannuation for their members?—I do not know anything about that.

7290. Everything would depend on that, would it not?—It would not make any difference so far as sick benefit is concerned.

7291. I do not dispute what you say with reference to that society, but it does appear to me to be a most extraordinary thing that a society of that description, providing superannuation money, and the payment of a certain sum of money at death, should not require the certificate of a doctor?—It is extraordinary, and that only goes to show that in a society which Mr. Tidd Pratt believes to be the very best there are strange things done as well as in trade societies.

7292. (*Mr. Hughes.*) Have you inquired whether the Royal Standard insist or not on a medical account before they admit a man?—I am assured by a member of our society who is in the room, and who is a member of the Royal Standard, that they do not, and that they do pay superannuation.

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The witness withdrew.

G. FINANCIAL POSITION OF TRADES SOCIETIES.

Mr. Applegarth's evidence.

MINUTES OF EVIDENCE taken on THURSDAY, 1st AUGUST 1867, the Right Hon. SIR WILLIAM ERLE in the Chair. (*Fourth Report*, pp. 62 *et seq.*)

Mr. WILLIAM ALLAN further examined.*

Mr. Allan's evidence.

7379. I understood that you wished to make some statement in answer to Mr. Tucker?—I did make a remark to one or two members of the Commission to the effect that it would only be fair, if statements were made by Mr. Tucker in reference to the engineer's society, as to their payments, and so on, that some one should be present on their behalf to explain those matters; and I certainly think that at the time when Mr. Tucker was called in to give evidence in reference to the payments and liabilities of the engineers' society we ought in all fairness to have had an opportunity of being present.

7380. (*Earl of Lichfield.*) Mr. Tucker's report was made upon the Amalgamated Carpenters' and Joiners' Society and not upon yours, although yours was referred to, because I fancy that your society is the basis of Mr. Applegarth's society, your rules at least and rates?—If I understand the matter properly it is simply this, that the rules of the engineers' society were placed in the hands of Mr. Tucker as well as those of the carpenters.

7381. That must have been at the request, I suppose, of Mr. Applegarth?—(*Mr. Applegarth.*) No.

7382. (*Earl of Lichfield to the witness.*) The letter to our secretary at the head of Mr. Tucker's report is to this effect:—"Sir,—I have drawn up a "memorandum as to "the contributions required and the benefits promised by "Amalgamated Society of Carpenters and Joiners, and I "now send it to you. I am not sure that this is exactly "what is wanted, but I daresay, if time will permit it, I "shall be able to make any alterations that may be necessary. I shall be prepared to be examined whenever you "let me know that the Commissioners desire my attendance.—I am, &c., ROBERT TUCKER." There is nothing about your society there?—But if you examine into Mr. Tucker's statements you will see it is evident that he had examined into our society the same as the carpenters. The rules of the engineers' society were referred to by him there is no doubt, and he speaks of the engineers' society in his evidence.

7383. (*Sir E. W. Head.*) They were referred to simply as rules?—The payments were also referred to. I may just state that on looking over the evidence given by Mr. Mault, I find a statement that to secure the benefits set forth in the rules of the engineers' society would require something like 5*s.* a week; and that is to some extent borne out by the tables of Mr. Tucker with regard to the amount of money to be paid in order to secure the benefits. Now with all due respect to both those gentlemen, it does appear to me that they know little or nothing of the working of trade societies, or rather I should say of benefit societies in connexion with trade societies—that is to say where they combine the trade and the benefit objects in one code of rules.

7384. (*Chairman.*) What you wish to say is that whatever in science and calculation ought to take place, namely bankruptcy, in point of fact it does not take place?—It does not take place.

7385. We used to say in respect of stage coaches that if they did not overturn they ought to; you think this case something like that, perhaps?—Yes; in the first place there is a vast difference between a trade society that has benefits—sick benefits and others of that character—and an ordinary benefit society; that is to say, there is a vast difference between a trade society which unites the benefits that I am about to describe and an ordinary life assurance company which pays annuities, or an ordinary benefit society. In the first place, I think you will be perfectly well aware that instead of men having to pay anything in the shape of admission fees to those societies, the promoters and the members of those societies pay a very large commission to obtain members; we, on the other hand, call upon the candidate to pay us, and that payment is from 15*s.*, the lowest entrance money that is paid, to as high as 3*l.* 10*s.*; and we do not admit any person above 40 years of age, nor anyone under 21, unless an apprentice in the last six months of his apprenticeship; so that whilst other societies are paying for getting members, we get paid a considerable sum of money for allowing them to join our society. And not only do they pay this admission money, but they have to pay 12 months' contributions at 1*s.* a week before they are entitled to any benefit; so that a man entering at 40 years of age would require to pay 3*l.* 10*s.* for entrance and 2*l.* 12*s.* for his contributions before he would be entitled to receive a single penny. That in itself realizes a large sum of money; in addition to that I may mention the exclusions. A great number of the persons who join our society never participate in any of its benefits, inasmuch as many of them go abroad, and from other circumstances leave the society; and the result is that we derive a great amount of income from that source. I have made out a statement which I will put in with regard to the admissions for each year of the society's existence (with the exception of the first two, because of the first year after we amalgamated we have not the proper returns) and also the exclusions which have taken place. During the 16 years that we have been in

* Tables of statistics which were furnished by this witness at the time of giving evidence will be found at p. 219.

existence I find there have been 13,317 members excluded from the society for non-payment of their contributions and other causes. I would say, therefore, without the slightest degree of hesitation, that one-third of these is all probability never derived a single penny from the society. I will now take the donation paid to the unemployed members, because that is really and truly the foundation of our society; it is a trade society, and we have attached those benefits to it in order to make it more secure even as a trade society than it would be provided it were purely a trade society in itself; now during the 16 years from 1851 to 1866, I find that the total amount required per member per month to pay donation amounts to 1*s.* 7¾*d.* That average, it must be borne in mind, includes the large amount of money that we paid away in 1852 during the lock-out, namely 40,000*l.* We have had good trade, we have had bad trade, we have had all manner of things to contend with, and the total amount of payment for the 16 years is 1*s.* 7¾*d.* per member monthly.

7386. Do you take into account during those 16 years all the men that have come into the society?—The whole liabilities with regard to the payment of unemployed members through all causes.

7387. And that is at the rate of 1*s.* 7¾*d.*, you say?—Yes, among the whole of the members per month. It is given for each year in the table I will put in.

7388. (*Mr. Roebuck.*) I think you said that one-third of the whole who joined did not receive any benefit from the society?—No; but one-third of those who are excluded. I was not speaking then of the admissions. I have given in the table of exclusions here, and I say that without any hesitation I would affirm that one-third of those who were excluded have never derived any benefit in the shape of payment. I find, as I have already said, that the total cost to the society for the payment of unemployed members during the whole 16 years averages 1*s.* 7¾*d.* per member per month.

7389. (*Sir E. W. Head.*) That is simply the payment to unemployed members?—Yes.

7390. That is exclusive of the benefits in case of sickness?—I will come to that point presently.

7391. This is simply the payment to unemployed members?—Simply the payment to unemployed members.

7392. (*Mr. Roebuck.*) Those are trade purposes, in fact; they are not benefit purposes?—It includes trade purposes as well; that is to say, cases where disputes have taken place.

7393. (*Lord Elcho.*) It includes the case of a strike?—It included the lock-out in 1852.

7394. It includes the 40,000*l.*?—Yes. Then, to take the sick benefit, I find that during the 16 years, taking it yearly one year after the other, the average per month was 7½*d.* per member, a vast deal less a sum than either of our two friends, Mr. Mault and Mr. Tucker, calculated upon. All the claims that we have had on our society for the 16 years are included in that figure, so far as the sick members are concerned, and it also includes the payment of the sick visitors; that is, if a member is sick he is visited twice a week by two sick visitors, and the two are allowed 4*d.* (2*d.* each) for the visits. As I have stated, the sick payment has averaged 7½*d.* per member per month during the 16 years, and that is a much less sum than our friend Mr. Tucker has put it down at, or than Mr. Mault supposes. And I will just here remark that, as far as the sick benefit is concerned, in our society where men are all employed in one trade, if a member falls sick there is no probability of any imposition on the society. A member must really be sick before he gets his money, and you will see the force of the remark that the society not being a mixed body or consisting of mixed trades, it does not suit the convenience of our members to endeavour to impose on the society, because the moment anyone would do so he is surrounded by a number of shopmates who would very soon know whether he was sick or not.

7395. Those visitors you have have referred to are to know whether the man continues sick?—Yes, and to pay him his money every Friday night.

7396. (*Sir E. W. Head.*) Is that account of which you have just spoken made out yearly?—Yes.

7397. Is there any difference between the beginning and the end of those 16 years?—Yes, a marked difference. At the commencement of the society we paid less sick benefit; less per year to a member when sick.

7398. Does it increase from that time?—It increases as we increase the benefits; but the highest amount of money that we have ever paid during any year (and that was in 1863) was 9*d.* a month.

7399. (*Mr. Hughes.*) Are you aware whether the average of your members now are as young as they were say 10 years ago?—I should think the average is always about the same.

7400. You think that the average age of the members of your society now is about the same as it was 10 years ago?—I think so.

7401. Do you account for that by the number that have left during the interval?—Yes, and the rejoining; they are advanced in years when they rejoin the society.

7402. When they rejoin they rejoin upon new conditions, and do not have the same advantages as they would have had if they had continued; is not that so?—Yes. The average age of those admitted will be something like 26.

7403. Supposing the rate of payment for sickness to be the same now as it was in the year 1853 or 1854, before the payment was raised; how much higher would the average be, do you know?—That I cannot exactly state, but the highest amount that we have paid while we were paying the shorter sum was 7*d.* per month. The first year of the society's existence it was only 4½*d.*, then it was 6½*d.*, the next 7*d.*, the next 6¾*d.*, the next 7*d.*, then 7¼*d.*, then 7¾*d.*; and then we increased the benefits again, and it gets up to 8¼*d.*, 8½*d.*, 7½*d.*, 8*d.*, 8¼*d.*, 9*d.*, 8¾*d.*, 8¾*d.*, and 7¾*d.* I have given you the statements of the whole of the years, and the average per month each year, and, as I say, it amounts to 7½*d.* per member during the whole 16 years. When the society was first established we paid 10*s.* per week for 26 weeks, and 5*s.* for the next 26 weeks, and 3*s.* 6*d.* per week as long as the member remained sick. We have since done away with the 3*s.* 6*d.*, and now pay him 5*s.* as long as he continues sick after he has received the 10*s.* for the 26 weeks. You will observe that we do not pay 10*s.* per week continuously, it is only for the 26 weeks, and then it is 5*s.* as as long as the member is sick afterwards. Then a good deal has been said with regard to the superannuation allowance, and the amount required to met the superannuation. I have made out a table with regard to the amount required to maintain that fund in our society. And here I would just say that the Amalgamated Carpenters' rules and ours differ in regard to the superannuation, and it is a very material difference, because at the end of 12 years by the carpenters' rules they can claim superannuation as a right, whereas there is nothing of the kind existing in our society. I will just read the clause, so that you may be perfectly conversant with it. I have already furnished a copy of our rules. The rule to which I now refer says this:—"Any mem- "ber 50 years of age who has been 18 years successively "in the society, and who, through old age or infirmity, is "unable to obtain the ordinary rate of wages, shall be "entitled to a superannuation allowance (if he applies for "it) of 7*s.* per week." You will see there that are two very important qualifications that there are not in the Amalgamated Carpenters' rules, and you will see that that makes a very material difference. In our society the man must have been 18 years in the society, must be 50 years of age, and must be prevented from working and earning the ordinary rate of wages of the district, and that must be in consequence of old age or infirmity.

7404. (*Earl of Lichfield.*) In point of fact it must be through infirmity?—It must be through infirmity of some sort.

7405. (*Mr. Roebuck.*) What do you call "old age"?—I was about to say that one man may be exceedingly old at 50 while another man I should not consider old at 65 or even 70; but again, I say that we do not pay superannuation as the rule, and there our friend Mr. Tucker, if he makes any reference to our rules in that respect, makes a very great mistake; he takes a wrong basis to start from; we do not guarantee to any man that on arriving at the age of 50 he shall have superannuation.

7406. (*Mr. Applegarth.*) And if Mr. Allen will read our rule on the subject and then read the next clause in connexion with it, he will see that we say precisely the same; at least that is the practice. We say that if the man does not happen to be fortunate enough to meet with an employer who will give him regular wages, who will allow him to earn anything like half wages, he may be considered too infirm to work. Really the intention of our rule is to give the man superannuation only when through old age and infirmity he cannot get work.

7406*a.* (*Chairman to the witness.*) When no employers will give a man full wages, that is a sign that he is infirm?—You will see that the Amalgamated Carpenters' Society give superannuation to a man that has been 12 years in the society. We had practical experience, and we say 18 years; we have had precisely the same wording or almost the same in our rules at one time, and we struck that out in consequence of the misunderstandings that arose in the society as to the payments, and we put in "through old age and infirmity is unable to obtain the ordinary rate of wages." So that you see a man arriving at 50 does not claim it as a right; he has to be so infirm either through age or positive sickness that he is not able to earn the ordinary rate of wages. I wish this to be very clearly and

distinctly put, because it makes all the difference with reference to the amount of money we allow or have to pay for superannuation. It has been said that we should not have any superannuation to pay at the commencement of the society. There I would put in a word and say that taking two of the most important societies that joined in the amalgamation, one was established in 1824 and the other in 1826; so that we have had a sufficient amount of experience (I should say since the year 1824 up to 1867) to judge whether we are right or wrong, apart altogether from actuaries' tables that may be brought to bear upon us. We have furnished our own tables, we have furnished them from experience, and we believe them to be much better than than those brought in on mere theory. I find that, taking the whole of the 16 years, the superannuation has only amounted to $1\frac{3}{4}d.$ per month per member, and yet 2*s.* or 3*s.* is required by our friend Mr. Tucker in his tables; $1\frac{3}{4}d.$ per month per member has beenall that has been required by our society to meet the benefit of superannuation; $1\frac{3}{4}d.$ is really the average of the whole 16 years. But taking this year and the last for instance, we find that it amounts to something like 3*d.* I give the average as well as giving each year, and Mr. Tucker will no doubt have the opportunity of seeing these tables in print. Then I will take the deaths during the whole of the 16 years of our existence (and people were as likely to die at the commencement of the society as they are at the present time) and I must observe that seeing that we formed our amalgamation out of two of the most important societies in existence in connection with the trade, and that one of these societies had existed since 1824, we were in a position even in 1851 to know that we were liable to a large amount of death rate. I find that during the whole of the 16 years it has amounted to $2\frac{1}{4}d.$ per member per month; and taking the two last years, the most severe that we have had, that is 1866 and 1865, the rate has just amounted to 3*d.* per member per month, the same as the superannuation. It is astounding to find that the facts are the same year after year; and this is no made-up affair in order to give a bright colouring to it; it is a reality, because the reports are published year by year, sent to the press, and people have every opportunity of examining their accuracy. I repeat that during the whole of the 16 years it has simply amounted to $2\frac{1}{4}d.$ per member per month, and that the last two years, 1866 and 1865, when we had the cholera, it only amounted to 3*d.* per member; and for that 3*d.* we now allow 12*l.* at the death of a member. At the commencement of the society we only allowed 10*l.*, and the difference then was $1\frac{3}{4}d.$ per member per month for deaths as compared with $2\frac{1}{4}d.$ now, with the increase of 2*l.*

7407. (*Mr. Hughes.*) Now will you go to the accidents?—Yes, I have got a statement as to the accidents. At one time we only allowed 50*l.* and 100*l.* in certain cases, now we allow 100*l.* in all cases.

7408. (*Mr Roebuck.*) Is that for entire disablement?—Entire disablement from working at the trade.

7409. (*Mr. Hughes.*) What is that per month per member?—During the first four years of the society we only allowed 50*l.*, and that required $\frac{3}{8}$ths of a 1*d.* per member per month. Since that year up to the present time, including 12 years, the average per month has been 1*d.*

7410. That exhausts your benefits?—That exhausts the whole of the benefits. Just to state them over again, the out-of-work money has cost 1*s.* $7\frac{3}{4}d.$; the sick money has cost $7\frac{1}{2}d.$; the superannuation $1\frac{3}{4}d.$; deaths $2\frac{1}{4}d.$; accidents $\frac{3}{4}d.$ and the total amount on an average during the whole 16 years is 2*s.* 8*d.* per member per month.

7411. And taking the average of these two last heavy years with respect to deaths and superannuation, and stating those sums at 3*d.* each, it will come to 3*s.* $0\frac{1}{4}d.$ per member per month?—No, the amount would then be 2*s.* $9\frac{1}{4}d.$

7412. And your whole payments are 4*s.* per member per month, independently of all sums you get for entrances fees, fines, and other casual contributions?—Yes. Now a great deal has been stated with reference to our making up the necessary amounts by levies. I think that matter should be perfectly understood by the Commissioners. I can only say that during the whole of the 16 years that we have existed as an amalgamated society there has been only one levy made to assist the funds, and that was in 1852. That I explained on the last day I was before you. We then put a levy of 6*d.* per member on for 13 weeks, having exhausted the whole of our fund during that lock-out.

7413. (*Earl of Lichfield.*) How did you raise the fund expended in the years 1851 and 1852, was that entirely raised by levies?—No, we raised a portion of it by levy. At the time that the lock-out took place we had something like 24,000*l.* in hand. Then we asked the members for a levy of one day's wages weekly.

7414. I do not quite understand the way in which it is put in your account here. The account for 1852 you have put under the head of June and December?—Instead of having a yearly report, that year we had two reports in order to afford satisfaction to the members, because by the end of June the lock-out was at an end, and they wished to know the exact position of the society, and how much the whistle had cost us.

7415. Your expenditure that year being what?—I have not the yearly report for that first year with me now.

7416. It is upwards of 50,000*l.*, I think you may take it. Was 30,000*l.* raised by levies during that year?—No, not 30,000*l.*

7417. The balance in hand at the end of the year 1851 was 21,000*l.*?—There were all the regular payments of the contributions of those members that were in work, and there were about 9,000 in employment during the time of the lock-out; they paid their 1*s.* a week besides their day's levy, and we got something like 9,000*l.* from different trade societies and public subscriptions, which enabled us to expend that amount of money.

7418. Did the men who were out of employment pay their subscriptions regularly during that time?—No, a member out of employment with us pays nothing during the time that he is out.

7419. All were out in that strike, I thought?—No, only about 3,000 odd out of 12,000.

7420. (*Mr. Hughes.*) It was confined to London, Newton-le-Willows, and a small district in Lancashire, was it not?—It was confined to London, Manchester, Liverpool, Bolton, Bury, and Oldham. I observed, either in Mr. Mault's evidence or in Mr. Tucker's, some statement with regard to the printing expenses of the society, and really I think that from the way in which a question on that subject was answered, it would almost appear as if we had been using a great amount of funds for unnecessary printing. We are bound according to our rules to produce a yearly report, and when you see a yearly report of ours and think of getting 34,000 of those printed, you may form a pretty good estimate of the amount of expenses under that head. But it is not all outlay, because during 1866, for example, I should say we got repaid 500*l.* Every member has to pay 3*d.* for the report, and therefore we realized something like 500*l.* of the money we paid for the printing. Moreover, every member supplied with a copy of rules has to pay 2*d.* for it, and every new member 4*d.*; so that we get a large amount of our printing expenses returned to us.

7421. (*Mr. Roebuck.*) During this year did you print anything besides the annual report?—Yes, we publish a monthly report and a quarterly report, and circulars from time to time, and we supply the whole of the branches with all the summonses and the clearances, and all the printed matter that they require, that is all supplied from head-quarters.

7422. So that besides this book before me there is a good deal of other printing?—Yes.

7423. And that made up the large sum in the accounts?—Yes; I can only say that I am connected with a life insurance society, and am connected with a number of societies, and I believe that so far as the printing expenses are concerned our society, the engineers', will bear a very favourable comparison with any society I know of. In fact I should say, taking some of the life insurance companies in London, that they give as many almanacks away, beautifully got up things, during the course of a twelvemonth, as would pay a great deal more than our printing expenses. Where they get the money from I suppose they can best explain themselves.

7424. (*Chairman.*) That is an advertisement; the first page of the almanack shows what advantages you get in the office?—Yes, just so. Having given you a statement with regard to our payments, and also with regard to the benefits, I would not go beyond that at present, because I believe that there will be some engineers, employers, who will be called here to give evidence in relation to our trade objects, and no doubt I shall then have the opportunity of attending and hearing the evidence, and if I find that there is anything which has been stated which I would like to make a reply to I have no doubt that the Commissioners will be very willing to listen to me. I wish to-day to confine myself to these benefits in order to show (I am sure it will be information for Mr. Tucker as well as for the Commissioners) the exact position of our society. In the case of a well-conducted society I think the best criterion you can go by is the experience they have had; and I again repeat that we have had that experience since 1824, and it must go for something.

7425. (*Earl of Lichfield.*) Will you give us some little explanation about the equalization of your funds?—That, next to the trade objects of our society, forms the most important feature of it. It simply means this, that at the end of 12 months the amount of money is ascertained

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Mr. Allan's evidence.

throughout the whole of the branches by the reports which you will find in that book. We see what each balance is and we put it all together; there are so many members in the society, and we divide the whole sum amongst that number of members, and if one branch has less than it ought to have in proportion to its number, some other branch that has got more than its share is called on to remit the money there. We adopt that plan for this simple reason, that it gives greater confidence to the members throughout the society, because trade might be exceedingly bad, or sickness might be prevalent in one particular district and not in another, which would cause a very heavy amount of expenditure in certain districts. At the end of the 12 months every one stands on an equal footing, so that it is a matter of no importance which branch pays the expenses; at the end of the year, or rather at the commencement of the year, they get a remittance of money from different branches in order to get a fair share of the funds.

7426. (*Mr. Roebuck.*) So that in fact the whole country is mutually insured?—Yes, the whole country is equalized, and not only the whole country but the branches in America and Australia too.

7427. (*Mr. Hughes.*) Is not that carrying out the principle upon which, as I understand, your society was founded, that the strong should help the weak?—Decidedly so. We say this, that when a member joins the society it matters not what part of the country he may be located in (because trade, of course, calls upon him to move from place to place, just as the Government moves the soldiers about, only that for want of employment the man is compelled to go and seek it himself elsewhere) but we say to him "Go where you will, you have a right to stand on an equal footing with all others."

7428. (*Chairman.*) It is mutual insurance—all the members are mutually insured?—Yes.

7429. (*Mr. Hughes.*) Has there ever been any objection amongst the men to this system of equalization?—Never; but there has been an objection that they have not had instructions to equalize given them in proper time. We issue this yearly report with instructions with regard to what one branch is to remit to another, and what they complain of is that that report is not out so soon as it ought to be.

7430. (*Earl of Lichfield.*) Is the payment for the salary of secretary, treasurer, and auditor fixed by the society for all the branches?—Yes.

7431. Are they all required to pay the same amount?—There is a scale of payments to secretaries; just in proportion to the number of members in a branch so is the secretary paid. For instance, to the secretary of a branch with only 10 members we give 1*l.* 5*s.* a year, because we consider that for a man to hold the office at all, that is as little as could possibly be given; but to the secretary of a branch with 300 members we give 10*l.* 4*s.* The scale is in proportion to the number of members.

7432. That is the case with all those expenses?—All the branches.

7433. All expenses under the head of management?—Yes.

7434. That is to say, they cannot vary in the different branches. They will vary according to the number of their members, but they are fixed in proportion to the number of members?—Yes.

7435. (*Sir E. W. Head.*) And the number of members is what regulates the payment to the secretary?—Yes.

7436. (*Earl of Lichfield.*) And by that means you make it one society?—One society. It is the same with regard to the auditors. The auditors of the accounts get so much for their trouble in proportion to the number of members. There are fixed scales, and the branches cannot deviate from them. I was about to observe with reference to combining the trade purposes and the benefit together, that we tried to form a sick society at one time in connexion with our own when it was purely a trade society, and we found that we could not succeed in that. But by uniting the whole of the benefits together, and making it one common fund, we find that the members are perfectly satisfied, and that the society progresses better than if the trade benefits and the other objects were kept separate. If you force the men to have them separately we will have to go back to the old style, that is to say, they will have a trade society, and they will go where they like for the other benefits.

7437. Are the contributions payable for life, or do they cease when the benefit commences?—They always cease when the benefit commences. If a man goes on sick benefit, for instance, or on superannuation, during the time that he is on benefit he has nothing to pay.

7438. That applies to all the benefits, does it?—That applies to all the benefits.

7439. Is your entrance fee the same as that of the Amalgamated Carpenters' and Joiners'. You have said, for instance, that in some cases your entrance fee is as high as 3*l.* 10*s.*; are you aware whether it is the same in their society?—No, their entrance fees are not nearly so high as ours.

7440. (*Sir E. W. Head.*) Does your entrance fee vary according to the age of the party?—Yes.

7441. (*Lord Elcho.*) Taking the average of wages, are the wages of members of your society on the average higher or lower than those of the carpenters and joiners?—I should think, taking one with the other, much about the same; I daresay, taking the country localities, we have a little advantage over them; no doubt we have.

7442. (*Mr. Roebuck.*) Then you may lay it down as a rule that equal skill is required by both societies; I mean that for the making of a good carpenter requires as skilful a man as for the making of a good engineer?—I should think so.

7443. (*Mr. Hughes.*) It was in the year 1849 that you became an amalgamated society, was it not?—The 1st of January 1851.

7444. At that time a number of separate societies joined in the present society?—Yes.

7445. Each one of those had existed a certain number of years before the amalgamation?—Yes.

7446. Each one of those, therefore, brought the experience of a certain number of years as to the payments necessary to give the benefits which they professed to give to their members?—Yes.

7447. Then you in your calculations at the time upon which those tables you have handed in are founded took advantage I apprehend of the joint experience of all those societies which joined you?—Yes, that is the course we adopted.

7448. And your tables are the result of that joint experience?—Yes; three societies, the oldest in the trade, had been many many years in existence, and we took 10 years' experience of each society. In regard to one society, the largest (I belonged to it at the time and was secretary of it) we took 10 years' experience of the amount required to conduct the society as purely a trade society, only allowing a certain amount at death and superannuation, for then we gave no sick benefit. We held a meeting in 1850 and you will see that going back for 10 years, that is back to 1840, we took some of the worst years for trade that you could possibly have and then we took the experience of a society that did not pay out-of-work benefit. We took in fact the 10 years' experience of the whole of the societies and we found that to pay a certain amount of benefit to the members 1*s.* per week would be required, and so we fixed the contribution at 1*s.* a week. In 1851 we commenced with that and we have had no occasion whatever to alter it.

7449. (*Chairman.*) You say that you calculated what it would be if you had only the funeral and superannuation benefits and then what it would be if you had out-of-work benefit also?—Yes, because one of the societies (the steam engine makers' society) did not pay any benefit to members out of employment, but existed simply as a benefit society; while what was called the mechanics' society, numbering 7,500, paid out-of-work benefit, but no sick allowance. You will see therefore that we formed the amalgamation by giving and taking. The large society said, "We will pay or the sick benefit if you will agree to pay for the out-of-work benefit." Hence the arrangement, and we calculated that 1*s.* per week would do it, and we have found that 1*s.* per week has maintained it up to the present time, and that even now with our exceedingly bad trade we are able to meet all our engagements.

7450. (*Mr. Roebuck.*) Did the amalgamation allow you to conduct the affairs of the whole amalgamated body at a more economical rate than they did separately?—Decidedly so, because by the men paying 1*s.* a week into one society we prevented two secretaries, two staffs of officers, two meetings, and so on; so that we worked the society much more economically than we could possibly do if we were put into two different classes.

7451. (*Sir E. W. Head.*) Were you active in forming the amalgamation yourself?—Yes, I was chairman of both the meetings that were held prior to the amalgamation taking place, and formed one of the investigating committee appointed to find out the actual amount that would be required to maintain all the benefits.

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7505. (*Earl of Lichfield.*) While upon that question, may I ask you what is your opinion with regard to the separation of your different funds?—I believe that the society could not exist at all then.

7506. Mr. Applegarth has been examined on that point, and has stated that he does not see any objection to the separation.

(*Mr. Applegarth.*) I said that it could be done, and I

would be willing to lend myself to it if there were any advantage to be derived.

7506*a*. (*Earl of Lichfield to the witness.*) Your answer is that the society could not exist if the funds were separate?—No; that is to say, it could not exist with the same advantage to the members as it does at the present time.

7507. Will you explain why?—I stated in the early part of my evidence this morning that we had already tried it, and did not succeed in it. We found a great deal of difficulty in dealing with a member who might be excluded from one and wish to retain his position in the other. A man might be excluded, for instance, from the trade and insist on belonging to the sick and funeral benefits. That we could not allow; if a man gets excluded, of course he must cease to be connected with us at all.

7508. Do not you think that if on the one hand you ask for perfect security and protection for your funds invested, the Legislature, on the other hand, should require some guarantee that those funds are not expended in the manner in which we know that certain funds belonging to these trade societies have been expended, as in the case of Sheffield, for instance?—I perfectly agree, that so far as regards a case like Sheffield no one can see a single word in defence of any such transactions, but I think that that is an exceptional case.

7509. I am only referring to the funds. Do not you think that the Legislature ought to require some guarantee that the funds so protected would not and could not possibly be devoted to such purposes as we know they have been in the case of Sheffield?—I think so.

7510. How would you propose to provide that guarantee?—I would provide it in this way. I would have some office in London, for instance, connected with Government inspectors, at which every trade society, whether a trade society purely or one that combined different benefits with it, would yearly deposit its report, authenticated by different auditors, the same as we do now, for we have nothing to hide. I would have a proper office for the receiving of those reports by some Government inspector, and he should go through them, and be in a position to see whether any part of the funds had been improperly expended.

7511. (*Mr. Mathews.*) How are you to define a proper or improper mode of expending them unless you have some legal definition?—When money is applied to the purposes which have been described in Broadhead's affair, to the injury of life and property, there can be no doubt about the case.

7512. (*Sir E. W. Head.*) But that did not appear in the accounts of that society at Sheffield?—No accounts appeared at all, I suppose, in that case.

7513. Supposing that books were kept there, as far as we know the way in which that money was expended did not appear?—I do not suppose that any account was returned by Broadhead with reference to these matters, but they would simply be put under trade purposes.

7514. But surely the deposits of the books or reports after the money is expended, unless you have some guarantee for its being properly checked when it is expended, is no security, because then the mischief is done?—In that case I would withhold the protection of the law, of course.

7515. (*Mr. Mathews.*) Would you justify any contribution from your society to another society in case of a strike?—We never do that.

7516. I see in your accounts an item of 100*l.* mentioned as granted to the ironworkers of the north?—That is not taken from our funds; we apply to the members and ask them whether they will subscribe 3*d.* or 6*d.*, as the case may be, for the special object.

7517. (*Sir E. W. Head.*) But that money is collected by your agency?—And we have a clause in our rules which states distinctly and clearly that the contributions of the members must be applied to certain purposes only.

7518. (*Earl of Lichfield.*) In answer to my question how you would propose to provide this guarantee, you said that you would require an annual statement of the accounts to be laid before some officer (the registrar of friendly societies or whoever he may be) just as you do in your society. I want to know where you find an item for one year of 21,782*l.* under the head of donations, what guarantee you can possibly have for the manner in which that 21,782*l.* has been expended?—If you want a positive guarantee the only guarantee we can give you is that of our auditors, who examine the accounts of each branch, and by whom an item such as Broadhead put down would be immediately detected and not be allowed. If such an item were forwarded to the general office it would be immediately investigated and attended to apart from the auditors; but there never was such a thing in our society.

7519. You personally would have no objection to a most stringent investigation annually of the accounts?—Certainly not the slightest objection; not only would I have a stringent investigation, but I would also be quite willing that societies should pay a fair proportion of the expenses attendant on those matters.

7520. (*Chairman.*) Would you be willing that those who were the governing body of the society should be made personally responsible for any money misapplied?—Decidedly.

7521. I would suggest to you whether the governing body should be made responsible if they choose to go to sleep and let one of their body embezzle, because it would come very heavily on the secretary?—In answer to that I should say that it would not be fair to hold for instance myself responsible for the acts that might be committed at Edinburgh, but I think that the officers at Edinburgh should be held responsible for the expenditure of the money there.

7522. In the case of banks we find that money has been misapplied, because one artful man has been trusted by his friends too much. All the governing bodies of banks are personally responsible. When the governing bodies of the unions have trusted too much to one of their body, who should be personally responsible; have you ever thought of that?—We do now hold them responsible. If for instance a secretary makes out an order not in conformity with our rules, that is to say, an order for paying money away different from what is stated in our rules, we hold the secretary responsible.

7523. But what about the governing body who signed the paper by which the persons got the money?—That is the secretary. But I say that it would be unfair to hold me responsible as the secretary in London for the acts of men down in Sheffield.

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7573. (*Earl of Lichfield.*) Going back to the other question of the separation of the funds, do not you think that where a society holds out the prospect of payment in old age, at any rate that fund should be kept separate from any other?—Well, we have had that question discussed ourselves time after time at different delegate meetings, and we have always come to the conclusion, by a very large majority representing a majority of the members, tha there can be no separation of the funds, that when a member joins our society he takes all the responsibility with reference to our position, and he knows this before he does join; he joins in fact with his eyes open; and I think from the facts I have presented to you this day you will see that there need be no apprehension on the part of those who join the society with regard to the superannuation; and not only that, but supposing such a thing as our not being in a position to pay through our ordinary contributions in consequence of some unforeseen affair occuring, we have still the power of doing as we did in 1852, realizing a fund almost immediately; but if you separate them you will just go back to the old system of having a trades union simply, which in my opinion would be exceedingly dangerous. Trades unions now are not the same as they were formerly. A simple trade union for the protection of trade in my opinion is calculated to bring about a great deal of unpleasantness and ill feeling between employers and workmen; but when we have a system of benefits attached to it, it brings a better feeling to bear on many of the members, and in many instances no doubt they adopt a wiser course than they would adopt if they were simply a trade society.

7574. But as you do undertake the business as it were of friendly societies, do not you think that it is only reasonable that the Legislature in giving any protection for your funds should consider that point with the same care. I may say as they do in the case of pure friendly societies?—I think not; for instance the care that they bestow with regard to these things is through the registrar, Mr. Tidd Pratt.

7575. Through the Act of Parliament, not through the registrar, I mean?—He only carries it out as the judge carries out the law.

7576. That may be, but the Act of Parliament requires in those cases that all funds subscribed for certain purposes should be strictly applied to those purposes?—Yes.

7577. That is not the case where funds are not kept separate and where there is not a separate fund for management?—I have endeavoured to show you that we have tried it, and we have found it wanting, and I believe that a society established for the sole object of maintaining the trade purposes is calculated to bring about a vast amount of ill-feeling in relation to the workmen and emyloyers; but a society which embraces the whole is very different, for this simple reason, that a man who expects to get a certain amount of money as superannuation or sick benefit will be very careful about proceeding so far as a trade dispute.

G. FINANCIAL POSITION OF TRADES SOCIETIES.

Mr. Allan's evidence.

7578. That is not my point. I am not calling in question the desirability of your joining the friendly society purpose to the trade society purpose but having done so it appears tome that it would be very desirable certainly in the case of the superannuation fund to keep the fund raised for that purpose separate from the rest?—The same rule would apply to a funeral benefit; it is desirable to to keep the funeral benefit apart if it is desirable to keep any of them apart.

7579. I draw some distinction between that and the superannuation and the sick fund?—The sick benefit is in the same position; it is equally important that a sick member should get his weekly allowance as it is that a superannuated member should have his benefit guaranteed.

7580. There is a broad distinction between sick benefit and superannuation benefit; you can calculate pretty distinctly what your annual expenditure under the head of sick benefit will be from year to year, but that is not the case with superannuation and funeral benefit?—That is so. I think Mr. Tucker put down sick benefit at something like six days per member in the year; whereas our own experience shows something different from that, it does not amount to so much.

7581. (*Mr. Roebuck.*) Going to a different point, you say that a society established for trade purposes would be very likely to fail, but that if joined to one for benefit purposes it would succeed?—No, just the reverse; it is the benefit society that would fail so far as we ourselves are concerned, but the trade society would succeed.

7582. You say that the trade society by itself would be likely to be obnoxious and create ill-feeling between the men and the employers?—I say that it is more calculated to bring about that ill-feeling.

7583. Is not that simply to say this, that if a society were established for trade purposes its object would be so plain and clear that it would be calculated (to use your own phrase) to create ill-feeling between the employed and the employers. And when you say that if you join with that a society for the purposes of benefit you employ a softening influence, is not that a sort of throwing dust in the eyes of all mankind? You hide the real object of the trades society under the beneficial object of the benefit society, that is to say, you cover up the claws of the cat?—No. I do not see as far as my experience goes that we cover up anything; we have all above board and in daylight. Take Broadhead's society; I suppose that that is purely a trade society, one purely established for trade purposes.

7584. I do not know that, though I do not deny it?—I do not know it, but I say that my experience (and I think that that is about the best guide to go by) is, that where the benefits are united together there is that kind of softening feeling brought about and a greater regard shown even with reference to the preservation of the funds than there would be if it were simply a trade society. A trade society, in my opinion, one simply established for trade purposes, is calculated to bring about many disputes with employers that would not occur under these rules; by saying that I do not mean for one moment to say that it is throwing dust or anything else in the eyes of the men.

7585. I did not mean throwing dust in the eyes of the men, but throwing dust in the eyes of society at large, because this "softening influence," what does it mean? Do you mean to say that there are influences in the benefit societies that soften men's minds and render them more careful of acting in the trade societies?—I think so.

7586. Then you think that it is a beneficial thing to have a benefit society?—Undoubtedly.

7587. There are things, therefore, I suppose, in the trades societies that are hardish and bad that you wish to soften down?—Things which are generally believed to be so; and if a dispute occurs, no doubt an unfriendly feeling is created between the employers and employed.

7588. I want to know how that feeling is to be softened by the fact of a man being on a benefit society?—I want to show this, that those disputes are not so likely to occur then.

7589. That is exactly what I want to learn; how do you show that?—I endeavour to show it by experience, that where we have established a society in connexion with the trade where there was no sick benefit allowed at all, what you may call purely a trade society, when the sick benefit has been brought in connexion with it, there has appeared to be a greater feeling in favour of the society than there was when it was purely a trade society. Supposing that we were to separate them now, in all probability all that belon gto the trade society now in connexion with the engineers would still belong to a trade society, but I question very much if they would belong to the sick benefit, they would cease to be members of that part of it, and we could never separate the one from the other, and allow members who have been excluded from the trade society to come to a sick society and take part in our proceedings.

7590. (*Mr. Mathews.*) That is to say, there is a predilection on the part of the men to belong to a trade society for trade purposes rather than to a sick society for sick purposes?—There are a great many that find that 10*s.* a week is not sufficient for them in sickness, and I should say that as a rule the members of our society join other benefit societies, such as the Odd Fellows, the Druids, and other societies of that description, which I could mention, in order to have a sufficient amount during illness. Of course in waiting on the Commissioners to-day I have simply come to explain the operation of our society in regard to our benefits; but in all probability some of the employers will be brougt before the Commission to give evidence in regard to the engineering trade, and it may be the case perhaps that I shall have to ask your indulgence again.

7591. (*Earl of Lichfield.*) There is a very large item in your account under the head of arrears. I see 10,000*l.* odd under that head?—At the end of each quarter the payments that have been made are reckoned. For instance, if you pay 10*s.* during the quarter there will be perhaps 2*s.* or 4*s.* left in arrears.

TABLES of STATISTICS furnished by Mr. WILLIAM ALLAN, Secretary to the Amalgamated Society of Engineers, and referred to in the foregoing Evidence of 1st August 1867.

AMALGAMATED ENGINEERS' SOCIETY.

ADMISSIONS AND EXCLUSIONS.

Year.	Number admitted.	Number excluded.
1851	—	243
1852	—	1,896
1853	2,049	852
1854	1,826	848
1855	1,846	622
1856	1,758	754
1857	1,861	693
1858	1,887	615
1859	3,075	545
1860	5,862	664
1861	3,018	861
1862	2,513	812
1863	2,829	842
1864	3,687	859
1865	3,583	1,074
1866	3,639	1,137
	37,433	13,317

DONATION, OR OUT-OF-WORK BENEFIT.

Year.	Yearly Amount.	Per Member per Year.	Per Member per Month.	
	£	£ *s.* *d.*	*s.* *d.*	
1851	5,111	0 8 7¾	0 8	10*s.* for 14 weeks and 7*s.* for 12 weeks.
1852	46,670	4 1 0½	6 3	10*s.* for 14 weeks, 7*s.* for 10 weeks, and 5*s.* for 10 weeks. Average per month, 2*s.*4¾*d.* for three years.
1853	2,622	0 4 10½	0 4½	
1854	4,364	0 7 6¼	0 7	
1855	12,278	0 19 6¼	1 6	10*s.* for 14 weeks, 7*s.* for 10 weeks, and 5*s.* afterwards. Average per month, 1*s.*6*d.* for three years.
1856	12,803	0 19 1½	1 5¾	
1857	14,160	0 19 9¾	1 6¼	
1858	35,390	2 6 7	3 7	10*s.* for 14 weeks, 7*s.* for 30 weeks, and 6*s.* afterwards. Average per month, 1*s.*6¼*d.* for nine years.
1859	15,863	0 17 10	1 4½	
1860	7,841	0 7 5¾	0 7	
1861	20,474	0 17 11	1 4½	
1862	39,116	1 12 3½	2 6	
1863	32,653	1 5 1¼	1 11¼	
1864	16,425	0 11 4¾	0 10½	
1865	14,070	0 9 1	0 8½	
1866	22,782	0 13 9¾	1 0¾	

Average per month for the 16 years, 1*s.* 7¾*d.*

SICK BENEFIT.

Year.	Yearly Amount.	Per Member per Year.	Per Member per Month.	
	£	s. d.	s. d.	
1851	2,809	4 9	0 4½	10s. for 26 weeks; 5s. for 26 weeks; and 3s. 6d. per week afterwards. Average per month 6¾d. for 7. years.
1852	3,789	7 1¼	0 6⅜	
1853	4,047	7 6¼	0 7	
1854	4,232	7 3½	0 6¾	
1855	5,045	8 0⅜	0 7½	
1856	5,292	7 10¾	0 7¼	
1857	5,980	8 4¼	0 7¾	
1858	6,778	8 11	0 8¼	10s. for 26 weeks, and 5s. afterwards. Average per month, 8¼d. for 9 years.
1859	8,094	9 1	0 8½	
1860	8,421	8 7½	0 6½	
1861	9,816	8 7	0 8	
1862	10,847	8 11½	0 8¼	
1863	12,580	9 8	0 9	
1864	13,612	9 5¼	0 8¾	
1865	13,785	8 11	0 8⅛	
1866	13,712	8 3¾	0 7¾	

Average per month for the 16 years, 7½*d.*

FUNERAL BENEFIT.

Year.	Yearly Amount.	Per Member per Year.	Per Member per Month.	
	£	s. d.	s. d.	
1851	847	1 6⅓	0 1½	10*l.* Average per month, 1¾*d.* for 7 years.
1852	997	1 10¼	0 1⅔	
1853	1,304	2 5	0 2¼	
1854	1,295	2 2¾	0 2	
1855	1,300	2 1	0 2	
1856	1,561	2 4	0 2¼	
1857	1,593	2 2¾	0 2	
1858	2,351	3 1¼	0 2¾	12*l.* Average per month, 2½*d.* for 9 years.
1859	2,547	2 10¼	0 2¾	
1860	2,372	2 3¼	0 2	
1861	2,998	2 7½	0 2½	
1862	3,031	2 6	0 2¼	
1863	3,593	2 9	0 2½	
1864	3,924	2 8¾	0 2½	
1865	4,887	3 2	0 3	
1866	5,319	3 2¾	0 3	

Average per month for the 16 years, 2¼*d.*

SUPERANUATION ALLOWANCE.

Year.	Yearly Amount.	Per Member per Year.	Per Member per Month.	
	£	s. d.	s. d.	
1851	120	0 2½	—	5s. per week. Average per month, 0¾*d.* for 7 years.
1852	385	0 8½	0 0¾	
1853	503	0 11¼	0 1	
1854	518	0 10¾	0 0¾	
1855	585	0 11¼	0 1	
1856	714	1 0¾	0 1	
1857	898	1 3	0 1¼	
1858	1,449	1 11	0 1½	7s. per week. Average per month, 2*d.* for 7 years.
1859	2,109	2 4½	0 2¼	
1860	2,370	2 3¼	0 2	
1861	2,439	2 1½	0 2	
1862	2,654	2 2¼	0 2	
1863	3,105	2 4½	0 2¼	
1864	3,902	2 8½	0 2½	
1865	5,184	3 4	0 3	9s.,8*d.*,7s.per week. Average per month, 3*d.* for 2 years.
1866	5,232	3 2	0 3	

Average per month for the 16 years, 1¾*d.*

ACCIDENTS.

Year.	Yearly Amount.	Per Member per Year.	Per Member per Month.	
	£	s. d.	s. d.	
1851	350	0 7½	0 0½	50*l.* and 100*l.* Average per month, 0⅜*d.* for 4 years.
1852	350	0 8¼	0 0¾	
1853	200	0 4½	0 0¼	
1854	100	0 2	0 0⅛	
1855	300	0 5¾	0 0½	100*l.* Average per month, 1*d.* for 12 years.
1856	450	0 8	0 0½	
1857	1,150	1 7¼	0 1½	
1858	1,400	1 10	0 1¾	
1859	600	0 8¼	0 0¾	
1860	900	0 10¼	0 0¾	
1861	700	0 7¼	0 0½	
1862	1,200	1 0	0 1	
1863	1,800	1 4½	0 1¼	
1864	1,100	0 9¼	0 0¾	
1865	1,800	1 2	0 1	
1866	1,600	0 11½	0 1	

Average per month for the 16 years, ¾*d.*

H.

RULES OF TRADE SOCIETIES AND ASSOCIATIONS.

The Rules printed below are selected from the large number of similar documents which have been furnished to the Commissioners, and are given here with a view to show the organization of the various trade societies with which the Inquiry has been concerned.

As many of the societies closely resemble each other in organization (for instance, the rules of the Amalgamated Society of Carpenters are almost identical with those of the Amalgamated Society of Engineers), it is not thought necessary to reprint the rules of every society whose officers have been examined by the Commissioners, nor does it seem necessary to give the rules in greater number and variety. Those here given will, it is thought, show the organization of trade societies in sufficient detail.

The rules of the following societies are subjoined. Statistical information respecting several of them will be found in Appendix J. (*post*, p. 283):

I. Master Brickbuilders' Association of Glasgow. James Thomson, Secretary, Glasgow.

II. General Builders' Association. Alfred Mault, Secretary, 32, Cannon Street, Birmingham.

III. Friendly Society of Operative House Carpenters and Joiners of Great Britain and Ireland. Robert Last, General Secretary, 4, Bond Street, St. James's, Bristol.

IV. Associated Carpenters and Joiners of Scotland. William Paterson, Central Corresponding Secretary, 13, East Arthur Place, Edinburgh.

V. London Society of Compositors. Henry Self, Secretary, Raquet Court, Fleet Street, London, E.C.

VI. Amalgamated Society of Engineers, Machinists, Millwrights, Smiths, and Pattern Makers. William Allan, General Secretary, 90, Blackfriars Road, London, S.

VII. National Flint Glass Makers' Sick and Friendly Society of Great Britain and Ireland. T. J. Wilkinson, Corresponding Secretary, Ludgate Hill, Birmingham.

VIII. North of England Iron Manufacturers' Association. John Jones, Secretary, Iron Trade Office, Middlesbrough.

IX. Cleveland Iron Masters' Association. John Jones, Secretary, Iron Trade Office, Middlesbrough.

X. South Yorkshire Miners' Association. John Normansell, Secretary, Nelson Street, Barnsley.

XI. Clyde Shipbuilders and Engineers' Association. J. P. Smith, Secretary, 67, Renfield Street, Glasgow.

XII. Shipwrights' Provident Union of the Port of London. Thomas Marr, Secretary, 25, Stanley Terrace, Lower Road, Deptford, S.E.

XIII. Friendly Society of Operative Stonemasons. Richard Harnott, General Secretary, Palatine Buildings, Bolton, Lancashire.

H. Rules of Societies and Trade Associations.

I. Master Brickbuilders' Association of Glasgow.

I.—Master Brickbuilders' Association of Glasgow.

Rules and Regulations.

1. The association shall be styled "The Glasgow Brickbuilders' Association."

2. The objects of the association shall be the formation and establishment of certain rules to be observed by the members in the payment of wages to those in their employment, including apprentices, journeymen, and labourers; in particular, fixing the rate of wages to be paid, and mutual counsel in the carrying on of their business.

3. The association shall consist of those brickbuilders of Glasgow and its vicinity, who, approving of its object, shall have subscribed these rules. Each member shall pay 1*l.* sterling as entry money, and 1*l.* annually towards the funds of the association. The first annual payment shall become due in December following the date of entry. Seven members of the association shall form a quorum.

4. The business of the association shall be transacted by a committee of seven members, to be elected at the annual meeting after mentioned, or at any meeting specially called for the purpose, including president, treasurer, and secretary; three to form a quorum. This committee shall meet on the first Thursday of each month, or oftener should occasion require. They shall keep minutes of all the proceedings in a book to be kept for that purpose, and they shall prepare and submit annually to the members a report thereof, and of the finances of the association. The minute book and whole documents of the association shall be at all times open to the inspection of any member, and any member may be present at any meeting of the committee.

5. The committee shall be empowered to call a general meeting of the association at such times as they may consider proper or necessary; and they shall be bound to do so when required, upon a requisition addressed and delivered to the secretary or chairman, signed by two of the members of the association.

6. All meetings of the association and committee shall be called by circular, signed by the secretary, and addressed and delivered or posted to the place of business of each member; and each member who is present at the place of meeting within fifteen minutes of the time appointed shall receive 2*s.* 6*d.* The funds for this purpose shall be provided equally by each member of the association in such sums and at such times as the committee may decide on.

7. All matters at any meeting of the association or committee shall be decided by the votes of the members present, and in the event of a parity of votes, the chairman shall be entitled to a casting as well as to a deliberative vote, except as provided by Article 11.

8. The annual meeting of the association shall be held upon the first Thursday in the month of December, when the office bearers shall be elected for the ensuing year, and an annual report shall be submitted.

9. Each member of the association shall abide by and conform to such rules, regulations, and arrangements as may be agreed to at any general meeting of the association. Members of the association shall not, in any instance, nor under any pretext pay more wages to those in their employment, nor give anything in lieu thereof, than shall have been agreed to by the association, nor shall any member knowingly allow his employers, or any of them, directly or indirectly, to supplement the wages he pays to those in his employment.

10. The foregoing rule shall not apply to "foremen." There shall not be more than one "foreman" bricklayer, and one "foreman" labourer at one job at the same time.

11. In the event of any member infringing these rules, or any arrangement of the association, he shall be bound to pay to the treasurer for the time being, on behalf of the funds of the association, the sum of 5*l.* sterling for every such infringement. All infringements shall be decided by not less than two-thirds of those present. Absence from general meetings of the association shall not be any excuse for infringing the resolutions passed at said meetings.

12. The chairman and the secretary for the time being, jointly or severally, shall be entitled to sue and defend all actions at the instance of or against the association; and in particular to institute and carry out to a conclusion all legal measures that may be needful for the recovery of the penalties which may be incurred in terms of the preceding article. And each party subscribing these presents hereby specially consents and agrees to such instance in any action or diligence that may be raised against him in terms hereof.

13. Any member shall be entitled to withdraw from the association upon giving three months' notice to the secretary, in writing, of his intention to do so; but no member shall be entitled to retire until he shall have discharged every obligation, pecuniary or otherwise, due by him to the association.

14. These rules may be altered at a general meeting to be called for that purpose; but no alteration shall be permitted unless such proposed alteration shall have been submitted, in writing, at a meeting of the committee at least two calendar months previous to such general meeting.

15. The association may be dissolved, if desired, by a majority of those present at a meeting to be specially called for that purpose, and of which at least 14 days' notice shall have been given to each member. The funds, after payment of all expenses connected with and debts which may be owing by or on behalf of the association, shall in like manner be disposed of as desired by a majority of those present at a meeting where the dissolution shall have been legally resolved upon, or at any other subsequent meeting to be called for the purpose upon 14 days' notice.

December 1866.

II. General Builders' Association

II.—General Builders' Association.

Rules.

1. The name of the association shall be the "General Builders' Association."

2. The association shall consist of every local association of employers of labour connected with the building trades that shall agree to the principles of these rules and shall subscribe to the general fund such sum as shall be appointed in each year at the annual general meeting. The sum so appointed is to be paid in four equal instalments, one on the first day of each of the months of January, April, July and October.

3. The business of the association shall be conducted by a president, vice-presidents, a treasurer (who shall be a banker or bank manager), a paid secretary, and a committee consisting of the above officers *ex officio*, 30 members chosen chosen at the annual meeting, and the chairman or deputy chairman of each affiliated local association, 12 to form a quorum, all of which officers shall be eligible for re-election.

4. There shall be an annual general meeting of the association held in the month of March in each year, and an adjourned annual general meeting in the month of September in each year. The first annual general meeting shall be held at Manchester, at 1 o'clock, on Wednesday, the 7th March 1866; and each subsequent annual general meeting shall be held at the time and place appointed at the previous annual meeting. At each annual meeting the accounts of the association shall be presented, having been first audited by two auditors appointed at the previous annual meeting. The general and local reports shall be read; the officers for the ensuing year shall be chosen; the time and places appointed for the next annual general meeting or adjourned meeting, and the quarterly meetings of the committee; and the general affairs of the association shall be taken into consideration.

5. The secretary shall have an office in Birmingham where the ordinary business of the association shall be transacted.

6. It shall be the duy of the president to take the chair at all general and committee meetings, and to decide by his casting vote all questions upon which the voting is equal; to sign all cheques or orders for the payment of money belonging to the association (two other members of the committee also signing with him), and generally to preside over all the affairs of the association. In the absence of the president one of the vice-presidents is to take the chair at meetings.

7. It shall be the duty of the treasurer to receive and account for all money belonging to the association, and to pay the same, on receiving an order signed by the president and two members of the committee.

8. It shall be the duty of the secretary to act as clerk and keep the minutes at every general and committee meeting of the association; to conduct all correspondence connected with the association; to receive and pay over to the treasurer all subscriptions and other payments made to the association, and to keep proper accounts thereof, and of the payments made by the association; and generally to conduct the affairs of the association under the direction of the committee.

9. It shall be the duty of the committee to generally manage the whole business of the association. It shall elect the secretary and fix the amount of his salary and the

other terms of his engagement. It shall have power, either at the request of a local association or at its own option, to call, upon six days' notice, special general meetings of the association to consider any subject (which subject only shall be taken into consideration at such special meeting). It shall hold quarterly meetings and such other meetings as shall be requisite or desirable. It shall, at the invitation of a local association, but not otherwise, take into consideration any matter arising in or affecting the district of that association, and take such action in the matter as it shall think desirable: provided that such action, if it at all interfere with the general trade or interests of the country, shall not be taken until it shall have been approved by a special general meeting. It shall have the control and management of the money and other property belonging to the association. And it shall take all necessary steps to carry out the principles and objects of the association.

10. It shall be the duty of each local association affiliated to this association to forward to the secretary the subscriptions due every quarter; and a report of its affairs every half year. It shall every quarter send to the secretary a report of the state of the trade in the district, and immediately on a strike taking place in its district it shall send to the secretary a list of the names of all men on strike, together with the cause of strike, a copy of which list the secretary, if the committee so direct, shall at once transmit to every other local association; and during the continuance of a strike no member shall take on or newly employ any operative connected with the trade on strike without ascertaining the name of his last employer, and inquiring of that employer whether the operative is on strike. The local association also may request the advice or action of the general committee on any affair beyond its influence and control. And it shall further by all means in its power, the success of the general association.

11. Every member sub-letting work shall stipulate with the sub-contractor that the works shall be carried on in accordance with the rules and resolutions of the General Builders' Association and of the local association with which the member is connected, especially as regards rates of wages and the employment of men on strike; and every member taking sub-contracts shall carry out such rules and resolutions.

12. The committee shall form, from any special donations or subscriptions it may receive, a special fund for the purpose of more fully carrying out the principles and objects of the association, and should such donations and subscriptions be insufficient for the purpose, it may, upon an emergency, call a special general meeting of the association to make a rate upon the local associations.

13. These rules, and any subsequent rule which may be adopted, shall not be altered nor cancelled, nor shall any new rule be made, except at an annual general meeting; and such annual general meeting shall not alter, nor cancel, nor make any rule unless the general committee shall have received from a local association a notice in writing at least six weeks before the date of such annual meeting, stating in full the the nature of the proposed rule or alteration, a copy of which notice the general committee shall at once forward to each local association.

III.—Friendly Society of Operative House Carpenters and Joiners of Great Britain and Ireland.

III. Friendly Society of Operative Carpenters.

Rules and Regulations to be observed and strictly enforced by the Operative House Carpenters and Joiners of Great Britain and Ireland. Instituted for the purpose of mutual relief of its members when out of employment, the relief of their sick and the burial of their dead, and other benevolent purposes, as set forth in these rules. Established by a deputation held in London, July 19th, 1827. Agreed to at a delegate meeting held in Manchester, February 1863, and revised January 1868.

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"UNION IS STRENGTH."

UNITED TO PROTECT, BUT NOT COMBINED TO INJURE.

ADDRESS.

Fellow workmen,

We are constrained by a profound sense of duty to the lodges of the Friendly Operative House Carpenters and Joiners comprising the general union, and also to our brethren not already connected with us, to offer a few remarks as to the cause we seek to promote.

When our society was first instituted by the founders, its objects have evidently been to protect themselves only from the encroachments of unprincipled employers, and to accumulate funds to which its members might look to support them in that object.

But, brethren, we believe the aim and object of our society to be higher and more noble. That we should look to the accomplishment of the greatest good to others—to provide a mutual assurance of aid in sickness and in need—to provide relief when, by depression of trade, or other causes over which we have no control, our members are thrown out of employment—and likewise to prepare for periods, which, from some cause sudden or unforeseen, so often overtake our brethren, and either by loss of limb or other injury renders them incapable of earning sufficient to provide for the wants of a family—or that when the last grim tyrant, Death, shall come even in the common course of nature, the resources of the widow or the fatherless may not be encroached upon, in order that the being on whom their whole thoughts will rest may be decently and respectably laid in his last sad resting place.

We trust that each and every member will use his utmost endeavours to induce the brethren to contribute to the whole of the benefits now offered, some of which, although a new feature in our society, have been successfully adopted by many others, and we believe, if universally taken up by our brethren, will place the general union upon the highest pinnacle of prosperity.

We therefore appeal to you, brethren, to stand fast by the unionin its regeneration, believing as we do, after many years' experience, that no other organization is better calculated to achieve the objects it always has had in view. And now, with those objects multiplied, and the society based, as it will be, on a safer and more sure foundation

G. Rules of Trade Societies and Associations.

III. Friendly Society of Operative Carpenters.

than heretofore, we believe that there is no other association of this eventful age more suitable to the wants, nor any more likely to secure the stability of the privileges of our trade, than the "Friendly Society of Operative House Carpenters and Joiners of Great Britain and Ireland."

PREAMBLE.

When we consider man as a rational and intelligent being, we find that his most refined enjoyments and greatest comforts are those which spring from the proper cultivation of the mind and the society of his fellow men, especially when sweetened by a reciprocity of feeling and interest. And viewing these things in connexion with the absence of the means for the attainment of such ends, in consequence of the many encroachments which from time to time have forced and infused their inimical influences into the best interests of the trade, we consider it absolutely necessary that a firm compact of interest should exist among the Operative House Carpenters and Joiners of Great Britain and Ireland. We, therefore, as representatives of the several lodges of the trade, in our name, and in the name of all who may adhere to us, unite in the bonds of friendship, for the amelioration of the evils besetting our trade; the advancement of the rights and privileges of labour; the cultivation of brotherly affection, and mutual regard for each other's welfare; for the regulation of which we agree to be governed by the following rules.

RULES.

Rule 1.—Designation and Intent of the Society.

1. This society shall be known as the "Friendly Society "of Operative House Carpenters and Joiners of Great "Britain and Ireland."

2. That it be instituted for the mutual relief of its members when out of employment, or in sickness, the burial of their dead, and other benevolent purposes as set forth in the following rules.

3. It shall consist of an unlimited number of members, being house carpenters and joiners, residing in any part of the United Kingdom.

4. The society shall be divided into an unlimited number of lodges, each lodge to consist of members employed and residing in its immediate vicinity.

5. It shall be governed and managed by its officers at such time and place as a majority shall decide from time to time, in accordance with these rules.

Rule 2.—General Secretary.

1. *Mode of election.* 2. *Correspondence.* 3. *Monthly trade reports.* 4. *Quarterly reports.* 5. *Receipts and private correspondence.* 6. *Resignation.* 7. *Salary.* 8. *Power to form new lodges.* 9. *Removal expenses.* 10. *Charge of fraud.* 11. *Publishing votes.*

1. The election of general secretary shall be open for all lodges to vote upon, and any lodge may nominate a member to fill the office of general secretary who has been returned good on the register sheet for 12 consecutive quarters, such lodge to furnish satisfactory evidence to the seat of government of his fitness for the office of general secretary. Lodges nominating candidates must be convinced that such members have a full knowledge of the society, and be competent to correspond with all the lodges, and give instructions on all subjects referred to him; and he shall not be displaced so long as he retains the confidence of a majority of the members of the union.

2. He shall keep a copy of all correspondence he may send to any lodge, and a copying press and book shall be provided for that purpose, to be the *bonâ fide* property of the general union, the said correspondence to be read to the government committee, auditors, or delegate meeting, if required; he shall inspect all books connected with the union when called upon to do so.

3. He shall also issue a report the first week in each month to all the lodges in the union, showing, in a clear and distinct manner, the state of trade in all the towns where lodges are held, together with the number of members out of employ (if any), and any other information that may be necessary for ascertaining the opinions of the lodges or otherwise. The number required by each lodge to be sent and charged ½*d.* each copy.

4. He shall likewise issue a report quarterly, within six weeks after the end of each quarter, showing the whole of the income and expenditure between the seat of government and the various lodges, together with the amount due to and from each lodge, that all lodges may see how their accounts stand at the termination of each quarter; lodge secretaries to send for the number required. He shall give a separate statement of income and expenditure belonging to the seat of government in each quarter's report.

5. He shall send a receipt for all moneys he may receive within eight days, or for each neglect be fined 2*s.* 6*d.*; but it shall be left to his discretion whether he answers any private correspondence from individual members, but if such member or members are appealing against the decision of a majority of the lodge, he shall not answer such correspondence except through the medium of the secretary or committee of the lodge.

6. Should the general secretary wish to resign, he shall give three months' notice in writing to the government committee.

7. The general secretary shall devote the whole of his time to the interests of the society, and shall receive the sum of 120*l.* per annum, and 5*s.* per day and second-class railway fare when called from home on business of the society. No other payment shall be made to him than is stated in this rule.

8. The general secretary shall, in conjunction with the executive committee, have a discretionary power to open new lodges, in conformity with rule 10, sec. 1. He shall also attend all deputations when called upon by the union. All correspondence in connexion with the same to be placed before the executive committee.

9. The general secretary shall be paid the expense of removing himself and family to where the seat of government may be situated.

10. Should a charge of a fraudulent nature be made against the general secretary, suspension shall take place immediately, and another appointed *pro tem.* by the government committee until the votes of the union have been taken as to whether he shall be re-elected; and that he shall deliver up all books, papers, and property belonging to the union to the government committee until the votes have been taken, when he shall be reinstated or expelled as the union may determine.

11. When the votes of the union have been taken on any subject, the general secretary, in conjunction with the executive committee, shall publish the total number recorded thereon, with names of lodges not voting, in the next monthly report, with the signature of the president and general secretary.

Rule 3.—Government Treasurer.

1. *Mode of election; security, and how invested.* 2. *Purpose of security.* 3. *Salary.*

1. The government treasurer shall be elected at a special summoned meeting of the members within a radius of six miles of any city or town where the seat of government may be held. He shall be elected annually, and in all cases by ballot, and shall find collateral security for the sum of 50*l.*, to be invested in the bank in the name of this society by three members of the government committee.

2. The above-mentioned security shall not be used for any purpose whatever, except in case of a defalcation by the aforesaid treasurer, when the government committee shall have full power to draw on the same to cover any amount that may be deficient.

3. The treasurer shall receive the sum of 10*l.* per annum for his services, together with five per cent. interest on the sum of 50*l.* invested as security.

Rule 4.—Government Committee.

1. *Mode of election, and how paid.* 2. *Fines.* 3. *Equal numbers from each lodge.* 4. *Lodges defrauding the union.* 5. *Election of president.* 6. *Money orders, to whom payable.* 7. *Minutes of meetings.*

1. A committee of five shall be appointed to conduct, with the assistance of the general secretary, the business of this society, such committee to be elected in the same manner as the government treasurer; they shall receive 1*s.* each for their attendance at all meetings when their services are required. The said committee to meet at least once a month for the transaction of business. When the services of any member of the executive committee are required during the day, they shall receive the sum of 2*s.* per day above the standard wages of the town where the seat of government is held.

2. Any member of the committee late or absent shall be fined as follows:—

Late.	*s.*	*d.*	*Absent.*	*s*	*d.*
Secretary - -	1	0	Secretary - -	2	0
President - -	0	6	President - -	1	0
Committee - -	0	3	Committee -	0	6

unless a satisfactory reason can be given for such absence.

3. When the seat of government is held in any town where there is more than one lodge, each lodge shall as nearly as practicable elect an equal number of the above committee.

4. Should any lodge be suspected of defrauding the union, the government committee shall immediately institute an inquiry, and they shall have power to demand all books and documents of such lodge, and if such demand be not complied with, such lodge shall be excluded forthwith.

5. That a president be appointed by a general meeting of the lodges in the town where the executive may be situated; the president to retire annually, subject to re-election, and that he be remunerated for his services by an annual stipend of 4*l.* He shall preside over all their meetings, and sign all documents, conjointly with the secretary, relating to money transactions.

6. All correspondence containing money orders to be addressed to the secretary, and made payable to the treasurer; the secretary to have the power of ordering all printing, by contract when practicable, with the sanction of the government committee; the treasurer to pay all bills by order of the president and secretary.

7. The minutes of all meetings of the executive committee shall be printed monthly, and one copy only sent to each lodge, with the monthly reports.

Rule 5.—Government Auditors.

1. *Annual audit.* 2. *Nomination and mode of election.* 3. *Loss of confidence.* 4. *Mode of appeal.* 5. *Delegates' expenses.* 6. *Rate of salary.* 7. *Annual report.* 8. *Report, how printed.*

1. There shall be an annual audit the second week in August in each year, to examine all books, together with the whole of the receipts and disbursements for the year, and that two auditors be appointed for that purpose, one to retire each year alternately. Lodge secretaries to send their books to the seat of government the first week in August, or for each neglect be fined 5*s.*

2. Any lodge may be nominated in the third quarter's report to elect an auditor; the decision of the lodges to be sent to the general secretary not later that the second Monday in June. No lodge to be eligible to elect an auditor more than once in six years.

3. Should an auditor at any time forfeit the confidence of his lodge, the lodge shall have full power to elect another in his place.

4. Any lodge not satisfied with the decision of the auditors, shall be allowed to appeal to the various lodges in the union, through the medium of the general secretary, providing there be no delegate meeting held that year.

5. The government auditors shall be empowered to disallow all delegates' expenses that are not minutely detailed in the accounts sent for their revision, allowing each lodge whose expenses have been disallowed the privilege of appealing to general union, as per ninth section of rule 10.

6. All auditors to be paid at the rate of 9*s.* per day (Sundays excepted), and second-class railway fare; the same to be paid by the government officers at the time and place where such audit is held; the expenses to be equally defrayed by all members of general union.

7. The general secretary shall issue an annual report, containing all the items remitted to and from the seat of government, and the total amount due to and from each lodge, that each lodge may see how their accounts stand at the termination of each financial year, and any lodge neglecting to pay all just claims due to general union within 14 days after receiving the reports shall be suspended from all benefits until such claims are paid.

8. The annual report to be printed in a pamphlet form. Lodge secretaries to send for the number required in their fourth quarter's return. Members to pay for them at 1*d.* each copy. The financial year to date from August 1st to July 31st, and not prolonged during the audit, viz., all claims as funeral or accident fees incurred during the months of August or September not to be included in the preceding year.

Rule 6.—Lodge Officers.

1. *Mode of election.* 2. *President's duties.* 3, 4, and 5, *Secretary's duties.* 6. *Treasurer's duties.* 7. *Incorrect accounts of votes.*

1. Each lodge shall be governed by a president, secretary, treasurer, and managing committee, who shall be elected at a general meeting of the lodge, at such time as may be decided upon by a majority of the members.

2. The duty of president shall be to preside over all meetings of the lodge and committee, sign all documents conjointly with the secretary, and to see that all the officers do their duty, and all fines strictly enforced.

3. The duty of the secretary shall be to attend all meetings of the lodge and committee, and keep or cause to be kept correct minutes of the proceedings; he shall keep a correct account of the income and expenditure of the lodge; he shall also send a monthly return to the general secretary in the last week in each month, showing the state of trade, the number of reports required, together with the number out of employment (if any), or for each neglect be fined 5*s.* On all important questions, requiring the votes of the union, he shall summon a full meeting of the members, and send a correct account of the same to the general secretary, in accordance with rule 10, sec. 8.

4. Should any government or lodge officer be guilty of any indiscretion or fraud, he shall deliver up all books and documents forthwith.

5. He shall also perform all other duties connected with his office, in strict conformity with these rules. Lodge secretaries receiving moneys from the seat of government shall send a receipt of the same within eight days, or for each offence be fined 2*s.* 6*d.* Lodge secretaries shall insert in their quarterly report the year in which their lodge was opened.

6. The treasurer to be a respectable householder, whose duty it shall be to receive and pay all moneys by order of the president and secretary, or the managing committee; he shall also cash and draw all money orders, and hand them over to the secretary, to be remitted to their proper destination, and give security for any amount of money he may have in his possession, if required. The names of all lodge treasurers shall be inserted in the quarterly report.

7. Lodge secretaries sending an incorrect account of votes to be fined 1*l.*, the same to be added to the general fund.

Rule 7.—Lodge Committees and Auditors.

1. *Power and duties.* 2. *Responsibility.* 3. *Quarterly audit.* 4. *Duty of auditors.* 5. *Qualification for ditto.* 6. *Lodges may appoint other officers.*

1. The duty of the managing committee shall be to attend to all business connected with the lodge, and have full power to pay or cause to be paid all just demands on the society; they shall also have full power to investigate all matters relating to the trade, previous to its being brought before the lodge, and either accept or reject the same for discussion as they may deem expedient, with the proviso that any member or members not satisfied with their decision may appeal to the lodge.

2. They shall also carry all particulars relative to strikes to their respective lodges, and be amenable to the body for their transactions, two-thirds of their number to form a quorum.

3. The accounts of each lodge shall be audited quarterly, and that two auditors be appointed for that purpose, one to retire alternately.

4. The duties of the aforesaid auditors shall be to examine all the books and documents connected with the lodge, and make a correct report of the same on the following lodge night, or for each neglect to be fined 2*s.* 6*d.*

5. It is particularly requested that lodges should be impressed with the necessity of selecting members who are thoroughly qualified to perform the aforesaid duties, in order to prevent, as far as possible, any fraud or imposition on the funds of the lodges.

6. Each lodge shall have full power to appoint such other officers as they may deem necessary for the purpose of transacting the business of their respective lodges in an efficient manner.

Rule 8.—Entrance and Entrance Fees.

1. *Entrance fee.* 2. *Apprentices.* 3. *Age.* 4. *Declaration.* 5. *Foremen and masters.* 6. *Arrears.* 7. *Not to join any other society.*

1. Any person wishing to enter this society must, on being proposed, cause his name, age, and residence to be delivered to the secretary, and shall pay the sum of 7*s.* 6*d.* as entrance fee, the whole of which shall be paid within two months, and the date of membership to be computed from the time the first instalment of entrance fee is paid, but if not paid within two months, for every lodge night beyond that period the time of probation shall be extended accordingly.

2. Apprentices may enter this society in the last year of their apprenticeship, by conforming to the rules, and paying an entrance fee of 3*s.* 6*d.* Apprentices who join the union at 20 years of age pay 6*d.* per week contributions until 21, instead of 8*d.*

3. Members above 50 years of age can be admitted to the trade benefits, viz., strike pay and burnt and stolen tools. Entrance fee, 2*s.* 6*d.*, and 2*d.* per week contribution. Three halfpence per week of such contribution to be remitted to the seat of government each quarter, and a column provided in the quarterly report for the number of over-age

H.
RULES OF TRADE SOCIETIES AND ASSOCIATIONS.

III. Friendly Society of Operative Carpenters.

members. Such members to be returned by the lodge and only charged for the benefits they are eligible to.

4. Every member, on the first night of his admission, must sign the following declaration:—

"I, *A.B.*, do hereby declare that I am not more than years of age, and that to the best of my knowledge am not afflicted with or subject to any complaint or disease which is likely to endanger life; and I will conform to all the regulations of this society, and will submit to all the penalties thereof, should I ever be detected of having imposed thereon by any false statement in this declaration."

Every member is received into this society as a sound and healthy man; but if it should afterwards be proved that he is otherwise, or that he has made a false declaration relative to his age, he shall be excluded, and forfeit what may have been paid.

5. Any member acting as foreman, or commencing master, may continue a member by paying his contributions and levies, but it shall be optional with lodges whether they allow him into their lodge room during the transaction of business, or whether foremen are withdrawn from their employment during a strike or turn-out.

6. Any member allowing his contributions to run twelve months in arrears shall be re-admitted as a new member.

7. No member of the general union shall, under any circumstances whatever, belong to any other house carpenters and joiners' society, nor shall any member who joins another house carpenters and joiners' society be entitled to any benefit from the general union, nor shall he receive a clearance from any lodge in this society.

RULE 9.—BENEFITS AND CONTRIBUTIONS.

1. *Scale of benefits.* 2. *Contributions.* 3 and 4. *Payment of arrears.*

1. BENEFITS.

Member Three Months.

Benefit in case of strike - - - - 14*s.* per week.
Do. do. do. on travel, rate of 2*s.* 4*d.* per day.

Member Six Months.

Benefit for tools, if lost by theft - - two-thirds cost.
Do. for tools, if lost by fire - - - full value.

Member Twelve Months.

Benefit in case of sickness, for 12 weeks - 9*s.* per week.
Do. do. for 12 weeks 4*s.* 6*d.* „
Do. do. do. remainder of sickness 3*s.* „
Do. out of employment - - - 8*s.* „
Do. if on travel at the rate of - - 1*s.* 4*d.* per day.
Do. for member's funeral - - - - £10
Do. for member's wife's funeral - - - - £4

Member Two Years.

Benefit in case of accident, whereby disabled - - £50.
Superannuation.—See rule 24.

CONTRIBUTIONS.

2. Members will be entitled to all the benefits of this society by paying, besides the entrance fee, the sum of 8*d.* per week, if under 40 years of age at the date of admission; the sum of 9*d.* per week, if over 40 and under 45 years; and the sum of 9½*d.* per week, if over 45 and under 50 years of age. [Over 50 years, refer to rule 8, section 3.]

3. All members shall clear off the whole of their contributions with their respective lodges on the last two meeting nights in July (and if clear either night to be exempt from fine), or be fined 1*s.*, the same to be added to their contributions, and if the whole (including the fine) amount to more than 14 weeks' contributions, and if the fine be not paid within one month after infliction, such member shall be considered out of benefit, according to general law.

4. Any member allowing his contributions to exceed 14 weeks in arrears shall be suspended from all benefits for 14 weeks after he has reduced the amount below the sum of 14 weeks' contributions; the same to be computed according to the scale of payments for the several funds to which such member is contributing.

RULE 10.—LODGE REGULATIONS.

1. *Opening of new lodges.* 2. *Books, dispensations, &c.* 3. *Control of own funds.* 4. *Neglecting to pay quarter's expenses.* 5. *Additional benefits.* 6. *Byelaws.* 7. *Alteration of laws.* 8. *Votes, and how inserted.* 9. *Appeal to seat of government.* 10. *Districts, &c., how formed.* 11. *Members joining the general union.* 12. *Circulars, and how sent.* 13. *Breaking up lodges.* 14. *Members leaving general union.*

1. All lodges in union shall have full power to open new lodges in their respective localities, with the sanction of the executive committee; all reasonable expenses to be allowed by general union. In case of application being made to the executive committee to open a lodge in any town where one does not exist, they, the executive committee, shall appoint the lodge nearest to that town to do so, if the said lodge has been two years in the union. In no case shall the deputation consist of more than two members. New lodges opened more than two months before the expiration of the quarter shall bear their proportionate share of the expenses for that quarter.

2. The general union shall supply all necessary books, dispensations, &c., to new lodges, free of expense; and any lodge requiring new books shall be supplied from the seat of government, in order that one uniform system may be adopted throughout the union.

3. Each lodge shall have sole control over its own funds, after discharging all just claims of general union; and all lodges in general union must meet at least once a fortnight. —This law to come into operation not later than the 14th of May 1863.

4. Any lodge neglecting to pay their quarter's expenses within three months shall be deprived of all benefits of general union for one quarter after they have paid up.

5. No lodge in general union shall be allowed to offer any additional benefits to its members over and above what is allowed by these laws, except it is kept entirely separate and distinct from this society.

6. All lodges shall be allowed to make their own bye-laws, but not in opposition to these laws. All lodges to send a copy of such byelaws to the general secretary for reference.

7. Should any lodge require the enactment of any new law, the repeal, alteration, or amendment of any existing law, they shall send a copy of the same, with their third quarter's report, to the general secretary, who shall lay the same before the general council for revision at the specified time, after which a copy shall be sent to each lodge. Lodge secretaries to remit their decision to the seat of government not later than the 1st of August. All new laws to come into operation on the 1st of November next ensuing.

8. The mode of voting shall be as follows:—The number of members voting *for* and *against* any motion in any lodge shall be sent to the seat of government, when the numbers *for* shall be added together, and the numbers *against* added together, and the motion shall be carried or lost according as a majority shows.

9. Should a dispute arise in any lodge in general union relative to any question not provided for in these rules, the government committee shall have power to decide, but should any lodge feel aggrieved at the decision of the government committee they shall have the right to appeal to general union, through the medium of the general secretary.

10. Any number of lodges within a six-mile radius who may agree to form themselves into a district shall pay their proportionate share of the expenses of suchdistrict, and if at any time desirous of withdrawing from the same shall, before leaving, pay all just demands against them, and receive a proper discharge. It is not compulsory for any of the lodges in union to join the district system.

11. Any member of any other society of carpenters and joiners wishing to join the general union may become a member by bringing a clearance, satisfactory to the lodge, and may become a member without paying his entrance money, but must conform to all other regulations.

12. No lodge in general union shall, under any circumstances, send any circular to the lodges for the purpose of ascertaining their opinion relative to any question, except through the medium of the general secretary.

13. No lodge shall be broken up unless the whole of its members agree to such a course, and shall pay out of their funds all debts due from the lodge previous to dividing the same, and that no lodge shall be broken up while there are five eligible members on the books. Should any members meet for the purpose of agitating or breaking up any lodge, they shall, on satisfactory evidence being adduced, be immediately expelled.

14. Any member or members leaving the general union shall not be entitled to take any portion of the funds or any other property belonging to this society.

RULE 11.

1. *Piecework.* 2. *Penalties.* 3. *Disclosing transactions.* 4. *Members appealing.* 5. *Members leaving in arrears.* 6. *Members leaving their lodge.*

1. No member shall be allowed to sub-contract or take piecework of any master builder; the word "builder" to mean any person constantly employing one or more men in the business of carpenter and joiner.

2. Any member proved before a committee of his lodge to

have violated the previous provisions of this rule shall be fined at the discretion of the lodge of which he is a member, any sum not less than 1*l.* 1*s.*, to be paid within one month, or to be expelled.

3. Should any member disclose the transactions of this society to a non-society man, or get one into employ while a member is out, he shall be fined at the descretion of the lodge of which he is a member any sum not less than 2*s.* 6*d.*

4. Any member fined or expelled under the provisions of this law shall have the right of appeal to the lodge of which he is a member; and any member feeling aggrieved at the decision of his lodge shall have the right of appeal to the government committee, whose decision shall be final.

5. If any member leave his lodge in arrears of contributions or levies, his name and the amount due by him shall be inserted in the monthly reports, that lodges may see how he stands on the books at the time of leaving. Any member owing 16 weeks' contributions, and not more than 22 weeks', his name shall be inserted in the monthly report.

6. Members leaving their respective lodges to become foremen or masters shall acquaint their lodge of their intention of so doing, otherwise their names will be inserted in the monthly report, when their contributions exceed 9*s.* 4*d.*, the same as all other members.

Rule 12.—Misappropriation and Fraud.

1. *Members receiving money from others.* 2. *Fraud, or attempting to defraud.*

1. Any member receiving money to pay for another, and neglecting to do so on the following lodge night, shall be fined the sum of 2*s.* 6*d.*, and any member refusing to pay the same, together with the fine, shall be suspended from all benefits until paid, unless a satisfactory reason can be given for the neglect.

2. Any member misappropriating any moneys entrusted to him for the purposes of this society shall be fined at the discretion of the lodge, and be suspended from all benefits until the fine, together with the whole of the deficiency, is paid; and should any member defraud, or attempt to defraud, this society of any portion of its funds, he shall, on the production of satisfactory evidence, be immediately expelled.

Rule 13.—Clearances.

1. *Mode of issue.* 2. *How transmitted.* 3. *Members' position.* 4. *Members working in opposition to the rules of another town.* 5. *Not compulsory.* 6. *Secretaries' duties in granting clearances.*

1. Printed clearances shall be issued from the seat of government, that all lodges may act on one system. That it be optional with members getting jobs in other towns, whether they send for their clearance or not, but if they wish to pay their contributions in the town where they may be working, the lodge secretary shall receive them, and remit the amount to the lodge where such members belong, within 28 days after a request from the secretary, or be fined 2*s.* 6*d.* All expenses of post-office orders to be deducted from the amount. Any member changing his residence to any society town, shall send for his clearance within 28 days, or be fined 2*s.* 6*d.*; when the secretary of such lodge shall remit the clearance to the secretary of the lodge where such member is working, within seven days, or for such neglect shall be fined 2*s.* 6*d.*

2. Lodge secretaries shall not give clearance to members applying for the same, but in all cases where clearances are granted they shall be transmitted from one general union lodge to another, according to the instructions of such members when applying for their clearances.

3. When any member of this society draws his clearance from any lodge, and puts it into another, in accordance with the above law, he shall immediately become a member of that lodge, and be placed in exactly the same position, as respects benefits, &c., as he was in the lodge he drew his clearance from; such lodge to return him in the quarterly reports, and pay all just claims for him to general union.

4. Any member or members of this society procuring employment in any society town shall conform to the rules of that town, and shall produce his card when required, and any member working in opposition to the rules of that town shall be fined or otherwise dealt with as the members of such lodge may think fit.

5. It shall not be compulsory for any member to draw his clearance if working for an employer from the town of which he is a member.

6. Lodge secretaries, when granting a clearance or travelling certificate to a member, shall distinctly state in such clearance or certificate whether he is entitled to the sick and out-of-work benefits; he shall also state the number of weeks sick or out-of-work benefit such member has received [if any] during the year, together with the amount of benefit he is still entitled to receive from each separate fund, in accordance with these laws.

Rule 14.—General Fund.

1. *Amount to be raised.* 2. *How raised.* 3. *Mode of keeping up the same.* 4. *Trustees and investment.* 5. *Not to be drawing.* 6. *Signature of trustees.* 7. *Attendance at bank.*

1. A general fund of 500*l.* shall be established at the seat of government, in order to meet any emergency that may occur in case of strikes, burnt or stolen tools, accident relief, funeral donation, or any other just claim, in conformity with these rules.

2. The above-named fund shall be raised at the rate of 6*d.* per member per quarter, until the sum of 500*l.* be completed.

3. Whenever the above fund is reduced below the amount above stated, the general secretary shall call the necessary levy to make up the deficiency within seven days, and any lodge not sending the same within seven days shall for each neglect be fined 5*s.*

4. The above fund shall be placed in the bank in the name of the society by five trustees, who shall be chosen from the town or district where the seat of government may be held for the time being, such trustees to be respectable householders, who shall provide the government committee with ample security for the same.

5. No money shall be drawn from the bank under any circumstances whatever without an order signed by the government president and secretary, and stamped with the government stamp.

6. When a proper order is produced as above specified, the trustees shall be authorized to sign a cheque for the amount stated in such order, and at least one of their number shall attend at the bank, together with the treasurer, to receive the same. No cheques to be cashed under any circumstances without the signature of at least three of the aforesaid trustees.

7. Any of the trustees or officers having to attend at the bank, in conformity with these rules, shall receive 1*s.* 6*d.* each for their services.

Rule 15.—Out-of-work Benefit.

1. *Members signing the books.* 2. *Amount of benefit.* 3. *Amount in one year.* 4. *Refusing employment.* 5. *Losing employment.* 6. *Members travelling under this benefit.* 7. *Lodge secretaries paying such members.* 8. *Detaining a member on travel.* 9. *Members' duty to each other.* 10. *Members residing at a distance.* 11. *Conduct of such members.*

1. Should any free member lose his employment, he shall sign his name in a book provided for that purpose once each day, and between the hours of 10 and 12 or 2 and 4, when the committee of his lodge, on being satisfied of the justness of his claim, shall pay or cause to be paid to such member the proportionate amount allowed by general union for any number of days he may be out of employment, providing he has canvassed the town for work, and failed to obtain it; and should he neglect to sign his name on any day, he shall forfeit or be deprived of his pay for that day, without a satisfactory reason is given for such omission; and if working in a society town, away from his own lodge town, he shall sign the book in that town, and, the secretary of that lodge certifying the same, he shall be paid his donation by the lodge where he signs the book, the amount to be charged to general union.

2. Any free member out of employment having complied with the foregoing part of this rule (and not otherwise disentitled) shall receive the sum of 8*s.* per week for ten weeks, dating from the time of application. But should any member or members, who are receiving the out-of-work donation commence work at any time during a week, he or they shall be paid for the number of days he or they have marked the book during the week.

3. Any member shall receive the sum of 4*l.* in each year, dating from August to August. Should he still remain out of employment, he shall, by signing the out-of-work book, be exempt from paying contributions forany number of weeks he may be out of employment.

4. Any member in receipt of the out-of-work benefit refusing employment when offered him, either in town or out, providing all reasonable expenses are paid (such expenses to mean the cheapest mode of travelling), shall forfeit his claim, unless a satisfactory reason be given for the refusal; and any member who is in benefit, and owing more than six weeks' contributions at the time of declaring on the fund, such sums as he may owe over that amount shall be deducted from his first week's pay; and all contributions afterwards to be stopped while such member is receiving the above donation.

5. Any member losing his employment through drunkenness or other misconduct shall not be entitled to receive the out-of work benefit.

6. Any member in receipt of out-of-work donation, and wishing to travel in search of employment, the secretary shall grant him a travelling card, and he shall be entitled to 1*s.* 4*d.* per day for six days and 1*s.* for Sunday, and his card shall be good for nine weeks, or until he has received 4*l.* 1*s.*, provided he leaves his card with the secretary of the lodge in the town where he may call, and canvass the town for employment. The card shall contain the member's name, the amount he has received in donation, and the name of the lodge to which he belongs. Members calling on the officers of any lodge at their employment, or at their residence after reasonable hours, shall be fined 1*s.* for each offence; in case of members on travel such fine shall be deducted from the amount due to them.

7. Any member being in benefit, and owing more than six weeks' contributions, shall not receive a tramping certificate until he has brought his contributions within that amount.

8. The secretary of any lodge at which a member on travel may arrive shall pay or cause to be paid the full amount of donation to which he is entitled from the last date on his card, providing he call at some lodge at least once in each week. Lodge secretaries shall keep a correct account of all sums paid to such members, and send the amount together with their names and the lodge to which they belong,. to the general secretary with their next quarterly report.

9. A discretionary power shall be vested in the officers of any lodge to detain a member on travel for a short time, if they see a prospect of obtaining employment for him, subject to the same conditions as a member in receipt of donation.

10. Any member desirous of benefiting the society should consider it his duty to acquaint a brother when out of employ where employment may be obtained; and any member losing time for that purpose shall be paid all reasonable expenses.

11. Any member residing within four miles of the house where the lodge is held, shall sign his name in the out-of-work book once each day. Should such member reside more than four miles distant, he shall send a written declaration, attested by a respectable witness, at least twice each week. All expenses of postage and remittance of donations to be charged to general union.

12. The committee of any lodge not being satisfied with the conduct of members claiming donation at a distance, shall have power to send a deputy to make periodical visits to such members, and investigate any circumstances pertaining thereto; and should any member be found guilty of fraudulent intentions, he shall be dealt with in such manner as the lodge may determine. All reasonable expenses incurred thereby to be chargeable to general union.

Rule 16.—Sick Benefit.

1. *Mode of application.* 2. *Declaring off the funds.* 3. *Sick members' certificates.* 4. *Members falling sick in lodge towns.* 5. *Contributions deducted.* 6. *Falling sick where there is no lodge.* 7. *Change of air.* 8. *Members imposing on this fund.* 9. *Members working.* 10. *Sick members exempt from contributions.* 11. *Conduct of sick members.* 12. *Sick visitors.* 13. *Members joining over age.* 14. *Declaring on the sick fund.*

1. Any member unable, through sickness or accident, to follow his employment (provided such sickness or accident was not brought on by his own improper conduct) shall, on the production of a surgeon's certificate, be entitled (if good on the books of his lodge) to the sum of 9*s.* per week for the first twelve weeks, whether received in twelve consecutive weeks or at intervals; 4*s.* 6*d.* per week for the second twelve weeks; and 3*s.* per week during the remainder of such sickness or disability.

2. Should any member who has been in the receipt of sick pay declare off the funds, and again declare on the funds within the space of twelve weeks, he shall be paid according to such part of the above scale as he was in receipt of when he declared off the funds in the previous illness.

3. Sick member's certificate declaring on and off the funds to be paid for by the union.

4. Any member of this society having to leave home in search of employment or otherwise, falling sick in any town where there is a lodge in connexion with this society, on producing a surgeon's certificate to the secretary, stating the nature of his complaint, shall be placed in exactly the same position as if he was a member of that lodge (providing he has a certificate to prove that he is entitled to the sick benefit in accordance with these laws).

5. Any lodge paying the sick benefit to a member of another lodge shall in all cases deduct the amount of such member's contributions from his sick relief, and send a correct account of the same, together with the amount of such relief, in their next quarter's report.

6. Should a member fall sick, as before mentioned, in a town where there is no lodge in connexion with this society, he shall send a surgeon's certificate to the secretary of his lodge at least once a fortnight, or be stopped his fortnight's pay.

7. Any member recommended by a surgeon to go into the country for the benefit of his health, shall give notice to the secretary. Such member to be required to send a certificate from a surgeon or clergyman of any denomination once a fortnight; but any free member unable to procure a surgeon's certificate without having to pay for it, that a copy of a certificate for any other duly registered friendly society, properly filled up and signed by the three principal officers of the lodge, be satisfactory.

8. But should the lodge have any reasonable doubt of such member's illness, and that he is imposing on the funds of the lodge, the committee shall have full power to instruct the nearest lodge to make all necessary inquiries, and report the result of the same as early as possible. Should it be proved to the satisfaction of his lodge that he has been imposing on the funds, he shall be immediately expelled.

9. No member when in receipt of sick relief shall be allowed to do any kind of work whatever (except giving verbal orders or signing his name to receipts); and if any member be seen intoxicated while receiving sick relief from this society, and if proved to the lodge committee or meeting, he shall forfeit one week's sick allowance for each offence.

10. All members when sick shall be exempt from paying trade contributions.

11. No member in the receipt of sick benefit will be allowed to be out of his own residence after seven o'clock in the evening from the 1st day of October to the 31st day of March, and nine o'clock in the evening from the 1st day of April to the 30th day of September; and any member violating this rule shall for each offence forfeit one day's sick allowance.

12. Each lodge shall appoint visiting stewards, who shall visit any members of their respective lodges who may fall sick within twenty-four hours after they have received notice of sickness, and then to visit such sick members at least once a week, and make their report to the lodge secretary, who shall pay or cause to be paid the amount due to such sick members once in each week.

13. All members joining this fund above the age of 40 years and under 45 shall contribute one halfpenny per week extra, and if over 45 and under 50 years, to contribute one penny per week, in order to entitle them to the benefits of this fund.

14. Any member declaring on the sick fund, and owing more than six weeks' contribution, such sums as he may owe over that amount shall be deducted from his first week's pay, and all contributions afterwards stopped while such member is receiving the above donation.

Rule 17.—Accident Benefit.

1. *Nature of claim and amount.* 2. *Surgeons' certificate.* 3. *Investigations.* 4. *Lodges appealing.* 5. *Continuing a member.*

1. Any member who has been returned good on the books two successive years, who shall meet with an accident permanently disabling him from following his trade, or shall be seized with paralysis or blindness, he shall be entitled to the sum of 50*l.*, provided such accident was not caused by drunkenness or other improper conduct.

2. Any member making application for the above-named benefit shall forward to the secretary of his lodge the certificate of at least two surgeons, stating the nature of such injury, together with their opinions as to the improbality of his recovery, when the lodge secretary shall immediately summons a meeting of the managing committee to investigate the same; should the member not feel satisfied with the result of such investigation, he shall be allowed to appeal to his lodge. The expense of obtaining the surgeons' certificate (if any) to be charged to general union.

3. Should the investigation of the above-named committee or lodge be in favour of the application, and they being satisfied that a sufficient time has elapsed to test the chances of recovery, then the lodge secretary shall immediately forward the same to the government committee, who shall, if they are satisfied with the justness of the claim, remit the amount to the lodge within twenty-eight days from the date of application.

4. If any lodge or lodges shall feel aggrieved at the conduct or decision of any lodge respecting the payment of the accident claim, they shall be allowed to appeal to the government committee, who, if they see it needful, may appoint a lodge to send a proper delegate to investigate the cause of complaint, the expenses to be chargeable to general union; but if it should appear to the government committee that the charge of appeal made was malicious, frivolous, or uncalled for, then the expenses shall be borne by the lodge appealing, and to be considered out of benefit until paid.

5. Any member having received the accident benefit may still remain a member by paying 6*d.* per week contributions, and be entitled to funeral benefit.

Rule 18.—Funeral Benefits.

1 *Mode of application and amount.* 2. *Member having no relatives.* 3. *Member's wife and the amount.* 4. *Money not to be paid.* 5. *Disorderly conduct.* 6. *Fine.* 7. *Registry.* 8. *Registry sheet, and members over age.*

1. At the death of any member who has been admitted 12 months in accordance with the provisions made in these rules, and good on the books of the lodge, his representative or next of kin shall receive the sum of 10*l.* In all cases of death the person applying for the money shall produce to the secretary a surgeon's certificate where such death took place, the secretary to remit the same to the seat of government when applying for the money, the same to be sent immediately to the lodge so applying.

2. Should any member die having no relation to conduct his funeral the lodge of which he is a member shall see him respectably interred, and send an account of the same, attested by the three principal officers of the lodge, to the seat of government, who shall remit the money to the lodge, the surplus (if any) to be placed to the credit of general union.

3. On the death of a wife of any member of this society who is duly qualified according to these rules, he shall receive the sum of 4*l.*, but for one wife only. The surgeon's certificate to be forwarded to the seat of government with the claim, as preceding rule.

4. The widow of any deceased member entitled to the benefits of these laws whose conduct is improper shall not be allowed the money in her possession, but the lodge of which he was a member shall see him properly interred, and pay the expenses of the same, the surplus to clothe the children, but if no children, to be given to the widow at the discretion of the lodge.

5. If the death or injury of any member be caused by drunkenness, fighting, or wrestling, neither he nor others for him shall have any claim on the society.

6. A fine of 1*l.* shall be inflicted on any secretary, officer, member, or members, if it be proved he or they have made application for the burial or accident benefit for an ineligible member; and should he or they be successful in such application, the lodge to which he belongs shall be compelled to refund the money so obtained, together with the fine, or be suspended from all benefits until paid.

7. There shall be a register of all the names in general union kept at the seat of government. No lodge shall be allowed any of the benefits arising from the union for any member or members whose names are not on the register.

8. The general secretary shall send to each lodge proper forms, in size proportionate to the members of each lodge, for the purpose of registry, and the lodge secretaries must return the same with the quarterly reports, containing the name of every clear member and the date of his entry. No entry date need go back further than August 1st, 1859; and all members joining from 40 to 50 years of age shall pay one halfpenny per week extra contribution.

Rule 19.—Tools lost by Fire and Theft.

1. *Members eligible.* 2. *Tool stamp.* 3. *Rate to be paid for stolen tools.* 4. *Lowest amount.* 5. *Buildings not secured.* 6. *Tool chest and the amount.* 7. *Power of lodge and committee.* 8 and 9. *Borrowed tools.* 10. *Lodge secretary's duty.* 11. *Partly burnt or stolen tools recovered.*

1. Any member who has been admitted six months, and good on the books of his lodge, shall be entitled to the benefit for the loss of tools by fire or theft.

2. Every member of this society shall provide a proper stamp with his name or mark, which will make a good impression upon his tools, the same to be stamped on a piece of lead to be provided by the lodge; and no member shall be paid for any tools burnt or stolen unless the tools and lead be stamped as before mentioned (except the tools be borrowed).

3. Stolen tools shall be paid for at the rate of two-thirds cost price, such valuation to be computed from the price of tools in the town where such tools are stolen.

4. No claim for stolen tools shall be entertained for any sum less than 2*s.* 6*d.*

5. Any member losing his tools when working in a building not properly secured shall not be paid for such stolen tools without giving satisfactory evidence that he took every precaution for their safety. Tools stolen at different times be not added together, unless it happens between one lodge night and another. Notice to be given to the secretary within six days of such loss.

6. Any member losing his tool chest by fire shall have the same made good, but the amount paid for any chest shall not exceed 2*l.*, and if not worth that amount to be paid for according to value.

7. When any member or members shall lose tools by fire or theft, the lodge committee shall have power to value the same and send in their account to general union.

Note.—If any member or members shall feel aggrieved at the decision of the committee, they shall have the right of appeal to the lodge to which they belong.

8. Should any member borrow tools from a non-society man, and such tools are burnt or stolen while in the possession of any member of general union, the same shall be made good according to general law.

9. Tools burnt or stolen while lent to non-society men shall not be made good by general union.

10. The secretary of any lodge where a loss of tools takes place by theft or fire shall send a correct account of the same, together with a list of the tools stolen or burnt, and the sum awarded by the lodge committee for the same, to the general secretary, who shall remit the amount, if required, to the lodge making the claim, within 14 days after having been applied for, or be fined 5*s.*

11. All partly burnt tools or stolen tools recovered, general union having paid for the same, shall become the property of general union, but they may be restored to the member or members belonging the same, providing such members are willing to refund the amount already allowed, or otherwise they shall be disposed of by the lodge committee, and the amount realized be placed to the credit of the general union.

Rule 20.—Strikes and Turn-outs.

1. *Mode of voting.* 2. *Investigation.* 3. *Lodge secretary's returns.* 4. *Notice to employers.* 5. *Leave to strike.* 6. *Decision of the union.* 7. *Expiration of notice.* 8. *Numbers allowed on strike.* 9. *Partial strike.* 10. *New lodges.* 11. *Signing the book.* 12. *Investigation of dispute.* 13. *Partial employment.* 14 and 15. *Amount per week.* 16. *Weekly return.* 17. *Members discharged.* 18. *Officers or delegates discharged.* 19. *Closing a strike.* 20. *General strike.* 21. *Turn-out.* 22. *Fine of general secretary.* 23. *In case of a general strike.* 24. *A council of arbitration.* 25. *No payments.*

1. No strikes shall be allowed for a new privilege without the consent of a majority of the members of general union.

2. When application is made to the general secretary by any lodge or lodges for leave to strike for a new privilege, the government committee shall, within seven days from the date of application, instruct one of the adjacent lodges to appoint a deputation, consisting of two members, to investigate their affairs as regards the state of trade, and the probability of such strike being successful or otherwise; the report of the deputation to be printed with the minutes of the executive committee, and submitted to the union for decision.

3. When application for leave to strike is sent through the union, lodge secretaries must return an answer within 28 days, and all lodges whose opinions are not forwarded within that time shall be considered neutral.

4. The general secretary shall return an answer to the lodge or lodges applying within seven days after the decision of the lodges, when, if the votes be in favour of such strike, they shall give at least three months' notice of the same to their employers, and prior to the expiration of such notice the government committee shall select the three delegates from the three principal lodges nearest to the dispute to visit such town, and endeavour by all possible means to bring about an amicable arrangement.

5. The applications for leave to strike shall be made twice a year, November and March only.

6. When the decision of the union has been given against any application for leave to strike, such lodge shall not be at liberty to take another on the same question within six months.

7. When leave is given to strike, and all negociations have failed to bring about an amicable settlement, the same shall be carried into effect within two months of the expiration of the notice to employers, or otherwise to be null and void.

8. No lodge shall be allowed to strike for any new

privilege at a time when the numbers already on strike exceed one for every 60 throughout the whole of the society. But should any employer think proper to make a reduction of wages, members so dealt with shall appeal to their respective lodges, who shall have power to act as the circumstances of the case may direct.

9. In case one or two members of any lodge shall be obliged to suspend their labours, it shall not be deemed necessary for the secretary of such lodge to write immediately to the general secretary, but shall, within one month, send all particulars of such strikes; but should there be more than 25 out at one time, the general secretary shall send the number out to each lodge weekly.

10. No lodge shall be allowed to strike for an advance of wages until they have been 12 months sharing the general expenses of the union. No lodge will be allowed to vote on its own question if for a new privilege.

11. Any member on strike or turn-out shall appear at his lodge, or such other place as may be appointed, twice each day, and sign his name in a book provided for that purpose in working hours, and three hours to elapse between such signature; once on a Saturday to be deemed sufficient. If he neglects to sign on any day, he shall forfeit his claim for that day, unless a satisfactory reason be given to the committee for the omission. The lodge secretary to make a note of the same for the information of the government auditors.

12. No turn-out shall take place until the lodge or lodge committee has investigated the dispute between members and their employers.

13. Any member on strike or turn-out shall be paid for any number of days he may be out in the first week; and should any member or members on strike commence work at any time during the week, he or they shall be paid for the number of days he or they have marked the book during the week. Any member who is on the funds refusing to take employment when offered, shall forfeit his claim, unless a satisfactory reason be given to the committee why he refused such employment.

14. All members on strike or turn-out shall receive 14*s.* per week, and any member obtaining employment in any town during a general strike shall not be deemed out of benefit by taking such partial employment until such general strike is settled; but should any member on turn-out obtain employment for 12 consecutive days, he shall not be allowed to place himself on the funds again for such turn-out.

15. Any member on strike leaving any town in search of employment shall be supplied with a travelling card, stating the cause of his travelling, and shall be paid at the rate of 2*s.* 4*d.* per day, for six days in each week, until the strike is settled; unless he in the meantime obtains employment. Lodge secretaries to place the amount paid with their signatures on the card, with the date of such payment, and charge the amount to general union in their next quarterly returns. Lodge officers may detain any member for whom there is a prospect of obtaining employment, as per rule 15, section 8.

16. In all cases where a strike is pending, a weekly return shall be made by the lodge or lodges in such town to the general secretary, who shall, after examining the same, forward a copy to each lodge in general union.

17. If any member be discharged from his employ for joining this society or acting in conformity to its rules, or should any member or members when employed be offered less than the standard wages of the town in which it occurs, such case shall be referred to the managing committee, who shall be empowered to call necessary evidence from the shop's members of the society or otherwise; and should the decision of such committee be in favour of the complaining party, he or they shall be placed in the same situation as sections 9 and 10 of this rule imply.

18. Should any employer resent the conduct of any delegate, officer, or committeeman, engaged at any time on the business of the society, if he proves the validity of his claim he shall be supported at the same rate of wages as if in actual employ, until he has again procured employment.

19. The executive committee shall have power to appoint the two nearest lodges to send a delegate to investigate the prospects of any strike pending, unless the lodge on strike be within 20 miles of the seat of government, then the executive committee shall have power to visit them. A correct report of the same to be sent to the lodges in union, in the minutes of the executive committee, for their opinion whether such strike be closed or continued.

20. A "general strike" shall mean when leave has been given by the union, or when against an infringment affecting a whole town.

21. A "turn-out" to mean a partial strike in a shop and against some customary or established rule, or against a reduction of wages to each member so turned out.

22. The general secretary not sending the decision of the lodges on any subject in the time specified in this article, he shall be subject to a fine of 1*l.*

23. In case of a general strike occurring in any society town, the executive committee shall give an adjacent lodge the power to appoint a deputation of one member to visit such town fortnightly, to see that the rules are strictly adhered to, and none but eligible members signing the strike book.

24. A counsel of arbitration shall be (if practicable) formed in each town where lodges are held, to settle trade disputes, such council to consist of a equal number of employers and employed. The decision of the council to be final. No strike to be acknowledged by general union unless the question in dispute be first submitted to the above-named council for their decision.

25. No payment shall be made from the funds of this society to members by reason of their refusing to work with non-members, until a vote of the union has been taken upon the matter.

Rule 21.—Delegate Meeting.

1. *Mode of calling.* 2. *Lodge to send representatives.* 3. *Mode of payment and the amount.*

1. In case of an emergency occurring which, in the opinion of any lodge may require a delegate meeting, such lodge shall communicate with the seat of government, when the general secretary shall take the sense of the lodges, the majority of members to decide whether such meeting is necessary; lodge secretaries to send an answer not later than 28 days after application.

2. If at any time, by a vote of the union, a delegate meeting be required, the executive committee shall classify into districts the lodges adjacent to each other; such districts to send a delegate for every 300 members. Each lodge may nominate one of its members, such candidates to decide among themselves which shall represent the district; and should any dispute arise, the same shall be referred to the executive committee, and their decision shall be final.

3. At all future delegate meetings the delegates' expenses shall be paid at the time and place where such meeting is held, by the general secretary and treasurer; each delegate to receive at the rate of 9*s.* per day (Sundays excepted) and second-class railway fare.

Rule 22.

Government or lodge officers resigning.

Should any government or lodge officer wish to retire from his office before the expiration of the term for which he was elected, he shall give at least one month's notice of such intention, in order to allow sufficient time to elect another in his stead, or for such neglect be fined 10*s.* 6*d.* He shall also deliver up all books, documents, and all other property belonging to this society, or be suspended from all benefits until he complies.

Rule 23.—Local Societies joining General Union.

1. *Mode of application.* 2. *Negotiations with government committee.* 3. *Members being supplied each with a copy of these rules.*

1. Should any local society of house carpenters and joiners wish to join the general union, they shall forward their application, together with all necessary information, to general secretary, stating in a clear and distinct manner the number of members and their respective ages, when the secretary shall lay the same before the government committee for their consideration.

2. And should the government committee be in favour of the application, they shall have full power to negotiate with such society in respect of the terms of admission, and lay the result of their negotiations before the whole of the lodges in their next monthly report for their approval or rejection; lodge secretaries to return an answer within 21 days, or be fined 5*s.*

3. A sufficient number of these rules shall be printed, in order that every member may be supplied with a copy, so that no mistake may arise in the performance of his duty. The general laws shall be charged to lodges, and paid for by members at 1*d.* each copy. All fines will be strictly enforced.

Rule 24.—Superanuation.

Any member 60 years of age, who has been 20 years in society successively, shall be allowed 5*s.* per week until his

death. Any member of the same age, who has been 15 years successively in society, shall receive 4*s.* per week until his death (if applied for). Should he be out of regular employment, he shall be allowed to earn one-half the usual amout of wages of the locality in which he is employed at any business or calling by which he can obtain employment; the member to have the choice of taking the above provision or the out-of-work donation, subject to the regulations made for its distribution. Any member after having accepted the superannuation allowance, shall never receive any other benefits except accident and funeral allowance.

The executive committee shall, in conjunction with the general secretary, be empowered to take offices for the transaction of the business of this society, at a rent not exceeding 12*l.* per annum, including gas, fire, and cleaning.

List of Fines.

	£	*s.*	*d*
Rule 2.			
Section 5. General secretary not sending receipt	0	2	6
Rule 4.			
Section 2. General secretary being late at committee meeting - - - -	0	1	0
„ Government president ditto -	0	0	6
„ Government committee ditto -	0	0	3
„ General secretary absent whole of evening - - - -	0	2	0
„ General president ditto -	0	1	0
„ Government committee ditto -	0	0	6
Rule 5.			
Section 1. Lodge not sending books - - -	0	5	0
Rule 6.			
Section 3. Lodge secretary not sending monthly returns - - - - -	0	5	0
„ 5. Lodge secretary not sending receipt -	0	2	6
Rule 7.			
Section 4. Lodge auditor's neglect - -	0	2	6
Rule 9.			
Section 3. Members not clearing accounts -	0	1	0
Rule 11.			
Section 2. Members taking piecework - -	1	1	0
„ 3. Disclosing transactions - -	0	2	6
Rule 12.			
Section 1. Not paying trust money - - -	0	2	6
Rule 13.			
Section 1. Not drawing clearance - -	0	2	6
Rule 14.			
Section 3. Lodge not sending levy - -	0	5	0
Rule 18.			
Section 6. Fraudulent application - -	1	0	0
Rule 19.			
Section 10. General secretary not sending remittances - - - - -	0	5	0
Rule 20.			
Section 22. General secretary not sending decision	1	0	0

H. Rules of Trade Societies and Associations.

III. Friendly Society of Operative Carpenters.

Resolutions passed at the delegate meeting held in Manchester, January 13th, 1868, and following days, bearing on and explanatory of portions of the foregoing Rules.

1. That the seat of government be removed every four years.

2. All lodge secretaries shall make their returns to the general secretary in a clear and distinct manner as to the members who are eligible to the benefits of the separate funds.

3. That lodges deal with the question as to the number of apprentices as they may think best for their particular society.

4. That an extra column be provided in our quarterly reports, whereby we can return all members within six months' arrears.

5. That there be a form or preamble issued by the seat of government for the initiation of members, also for the opening and closing of lodges, so that all lodges act on one system.

6. That there be an extra column provided in the quarterly reports showing the date of arrival of each lodge's quarterly return, and lodges not sending in their quarterly return to the general secretary within fourteen days after their quarterly night, such lodges to be excluded from the quarterly reports for each neglect, and fined the sum of 5*s.* to be added to the funeral fund.

7. *Proposed rule for a general council.*—That a general council, to consist of eight members, be appointed as follows: Any lodge may be nominated in the third quarter's report to elect one. The decision of the lodges to be sent to the general secretary not later than the second Monday in June; their services to commence, if required on the 1st of August. They shall not be called together except in cases of extreme emergency, and then only by a vote of the union. They shall be empowered to thoroughly investigate and decide all matters in dispute, with the proviso that any party aggrieved at their decision may appeal to the union. Four of the above council to retire annually. The government president to preside over their meetings. No lodge to be eligible to elect one of this council more than once in three years—the four receiving the lowest number of votes to retire first. All alterations in general laws to be laid before this council before being sent through the union. When the general council is called together, they shall be paid as per rule 21, section 3.

8. That the password be abolished.

9. Age of members to be inserted on clearance certificates and scale of contributions.

10. *Rule* 14, *section* 1.—The delegate meeting having altered the rule, we, the committee, are of opinion that the said alteration will act injuriously to the whole union, without restriction. We therefore suggest the following:—A general fund of 500*l.* shall be established at the seat of government, in order to meet any emergency that may occur in case of strikes, burnt or stolen tools, accident relief, funeral donation, out-of-work, sick, or any other just claim, provided always that the executive committee are satisfied that lodges applying for funds are not indebted to the union.

11. The monthly report being strictly a trade report, no matter relating to pecuniary aid will be inserted therein. All lodges desirous of making such appeals may do so by sending printed circulars to the general secretary, for issue with the monthly report, at their own expense.

12. That no further revision of general laws takes place for two years.

Robert Last,
General Secretary.

H. Rules of Trade Societies and Associations.

IV. Associated Carpenters and Joiners of Scotland.

(4.) Associated Carpenters and Joiners of Scotland.

Rules, &c., adopted at Edinburgh, by delegates from the principal towns in Scotland, Sept. 1861, and revised at delegate meeting, held in Glasgow, July 1865.

"ALL MEN ARE BRETHREN."

"Be workmen still to workmen true—
Amang ourselves united;
For never but by workman's hands
Maun workmen's wrangs be righted."

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ADDRESS.

It having become evident to the members of our trade that we laboured under serious difficulties and disadvantages from the want of a true brotherly feeling existing amongst us, a thorough organization of our trade, that would enable us to give mutual assistance to each other when the calamities and trials to which life is liable should overtake any of us, whereby we would also be able effectually to resist any undue interference with our rights and privileges, as well as take advantage of all legal and constitutional means to advance our moral and social condition, thus by conserving the best interests of our trade, and ameliorating the condition of our individual members, the general interests of all would be enhanced and improved, and a new era in our trade brought about that would lead a progressive impetus to further improvements in the march of intellectual and moral advancement; but as this could only be effected through faithful unity of aim and action, delegates were appointed by the joiners in the principal towns in Scotland, instructed with the opinions of their respective constituencies, and having met in conference in Edinburgh, September 1861, (since revised at delegate meeting in Glasgow, July 1865), their deliberations resulted in the following code of laws. The Society of Associated Carpenters and Joiners of Scotland is constituted for the support of sick, infirm, and disabled members, and for giving aid to the families of those who die, insurance against the loss of tools, and the protection and advancement of the general interests of the trade. To members of a trade, who by their daily intercourse are made acquainted with each others circumstances, it is unnecessary to urge any reasons in support of the benevolent objects here specified, as all must be impressed with the conviction that it is both a moral and Christian obligation to relieve the distress of our fellow operatives, and in aiding to brighten life's rough road to the weary brother; while, by so doing, each individual member is also providing for himself a guarantee against vicissitudes and calamities to which all are more or less liable; but so as to achieve these laudable objects the trade from which we draw our resources, so as to enable us to sustain them, must be in a healthy state. While our emblem will be "peace and good-will to all men," if unjustifiably assailed we must be in a position to defend ourselves with the "thorny force of the rough burr thistle." To effect this isolated attempts, however laudable, will not be crowned with success. To enable the working man to effectually contend against the power of the capitalist, there must be almost universal organization, when mutual interests are at stake, and when every artizan following the same occupation has an interest in common, so those interests can be best defended by mutual assistance, and by all making a common effort, so that the much talked of improvement of the working class may, in our case at least, prove a reality and not a dream. Although "trade societies" have been sometimes subjected to serious charges as unjust and restrictive monopolies, yet it is a fact that they have achieved far more in elevating the moral and social condition of the working classes generally than their most sanguine promoters ever anticipated; besides, it is now admitted by the highest authorities in our country, that they are necessary institutions, without which the British workman would, through the avarice and cupidity of men, be reduced to a state of social degradation little better than mere serfs. When looking at the great increase of machinery introduced into our trade of late years, whereby manual labour is in a great measure superseded; when we see the country growing in wealth, and giving every indication of national prosperity and greatness, while labour is not remunerated in proportion to its value in the creation of that wealth, nor even in accordance with the necessities of the labourer, the indicator on the dial plate of social progress points principally as a remedy for this anomaly to a reduction of the hours of labour as the keystone whereby our intellectual, moral, social, and physical improvement in a great measure depends. This great social problem, the disposal of our surplus labour, the question of apprenticeship, a true value for our labour, and many other questions of most vital importance to us as working men, this association will aim at bringing it to an amicable and successful issue; but as action and not argument now becomes the necessary element in achieving these objects,

it is our duty to inculcate amongst ourselves, as well as the rising generation, the necessity of a well-directed union, keeping always in view the true relation existing between capital and labour, let us grant to capital its just reward, at the same time let us demand, as we have a right to do, that we shall take advantage of all legal and constitutional means whereby we ourselves will be benefited, let us arrive at a clear understanding of our real position in the State, and the result of a true knowledge allied to labour will enable us ultimately to triumph over the frowns of selfish tyranny and oppression.

PREAMBLE.

1. The object of this society is to raise funds for the support of its members in cases of sickness, accident, and old age; for the interment of deceased members; insurance against the loss of tools by fire, water, or theft; the protection of the general interests of the trade, and the amelioration of our social condition, through the reduction of the hours of labour; and the obtaining of a fair value for our labour.

2. That this society shall be called "The Associated Carpenters and Joiners of Scotland."

3. That for the benefit of its members, and effectual carrying out of the objects for which it was organized, it shall be divided into branches, situated in such localities and districts as may be deemed most conducive to its interests.

4. That the laws for the government of the society and the guidance of its members shall be classed under the following sections:—Section I., Guidance of Branches and Office Bearers' Duties; Section II., Guidance of Members of the Trade and their Benefits; Section III., Sickness, Funeral, and Superannuation Benefits; Section IV., Executive Committee and their Duties; Section V., Delegate Meetings and their Powers.

Section I.

Guidance of Branches and Office Bearers' Duties.

1. That a branch shall at least have five members before it can be constituted in connexion with this society; and if at any time it be considered advantageous to its interests, or for the extending of its usefulness, when any branch in any town or district numbers over 300 members, another branch may be opened in the most suitable situation in the town or district where such course has been agreed to.

2. That each branch be governed by a president, vice-president, treasurer, secretary, two trustees, and committee of management. Branches whose numbers do not exceed 100 members, the vice-president to be one of the trustees, and branches with less than 20 members, to have no vice-president. The president to act as treasurer, and the secretary as one of the trustees.

3. That candidates for the various offices must be nominated at least one month previous to election, must not be more than three months in arrears, and have served previously six months on committee; to be eligible for office (except in new branches) no officer to nominate his successor, but have the power of voting same as any other member. Members may be nominated though not present at the meeting; but when such is the case, it shall be imperative that the secretary communicate the same in writing to such member so nominated, within three days thereafter, and if the member declines to stand for office, he must send to the president a written refusal stating reasons for so declining, within ten days after he receives the secretary's notice; failing to do so, he shall be held as standing for election. In any case of refusal, should the branch not be satisfied with the reasons given for so doing, he shall be liable to a fine of 1*s.* (unless in cases of re-election). Members not to be nominated to more than one office on the same night.

4. The president, vice-president, treasurer, and trustees, when duly elected, shall continue in office for six months, and may be re-elected to their respective offices at the expiry of that time, but shall, under no circumstances, hold office continuously for a longer period than 12 months, and must be out of all branch offices for the term of six months before again eligible to any branch office. The above-named officers to be elected from the candidates on nomination, by a majority of the votes of the members present at a general meeting convened for the purpose. Such general meetings to be held in the first week of May and November in each year; said officers to be paid as per scale of salaries (see No. 1 in Appendix).

5. The secretary of each branch shall be elected on the meeting night for the election of office bearers in November, and shall serve for 12 months, and at the expiry of that time may be re-elected, but shall, under no circumstances, hold office for more than two successive years, and must be out of office 12 months before again eligible to any branch office. The mode of election same as other office bearers, as stated in rule 4 of this section, subject to the same provisions as laid down in rule 3 of this section, and must have been 18 months a good member of the society (except in new branches). Any secretary resigning previous to the expiry of his term of office shall give one month's notice to his branch of such intention. The branch committee to inspect his books, documents, &c., and hand over the same to his successor; and, should his books and documents not be satisfactory to the majority of his branch, he shall pay all expenses connected with the auditing of the same, and, as a penalty, forfeit the remainder of his salary; the branch to have the power to mitigate or increase the penalty, according to circumstances. Secretary to be paid as per scale (see No. 1 in Appendix).

6. The committee of management shall consist of not more than nine members, and not less than three, exclusive of office bearers, a fair ratio being fixed in proportion to the number of members,300 members entitling the branch to elect nine, and 20 entitling to three. Branches with less than 20 members, the office bearers to be the sole committee of management. Branches with more than 300 members to be allowed the same ratio of an increase, but no branch committee to exceed 11 members, exclusive of office bearers. The committee shall be elected on the quarterly meeting nights, and shall serve for six months, the minority and majority retiring alternately, and refusing to serve when elected (except in the case of a re-election) shall pay a penalty of 1*s.* for such refusal. All members who are entitled by the laws to participate in the benefits of the society are liable to be elected upon committee, whether present at the election or not; but in case of any member not present being elected, the secretary shall be bound to give notice to such member within three days after such election. Every member shall attend all meetings of committee, whether special or otherwise, and shall be allowed the sum of 3*d.* for each night he attends, and if absent without giving satisfactory reasons shall forfeit the same, and shall be fined 3*d.* besides.

7. The president shall preside at all meetings of his branch —committee, general, or special—and conduct the business, or see it conducted in a proper manner. He shall be responsible for carrying out all the resolutions of such meetings. He shall have the power to call a special general meeting of the members, upon receipt of a requisition to that effect signed by one-tenth of the members, should the branch number over 200 members, and by one-eighth of the members if under 200 and above 100, and by one-sixth of the members if under 100 and above 40, and any branch with less than 40 members to be signed by one-third of the number of members, to consider whatever matter the requisitionists may have to lay before such meeting. The president to have a vote as a member, and the casting vote in all cases of parity, except such casting vote effect in a direct manner the funds of this society. He shall sign all minutes when approved of, and all orders and other documents when authorized to do so. He shall also keep a book wherein he shall enter all monies received for or on account of the society by his branch, and an accurate account of all disbursements. He shall attend once a week or otherwise, as the branch may decide, for the transaction of financial business.

8. The vice-president shall take the place of the president in his absence.

9. The branch treasurer must be a respectable householder, whose duty it shall be to receive all monies collected for or on account of this society, and shall pay all debts incurred by the branch when authorized to do so by an order of committee signed by the president. He shall at no time retain in his possession more of the monies of this society than what is required for the immediate wants of the branch. He may place it in any place of security he may think fit, and be held responsible for the amount; the trustees to see that he retain no more than is necessary for the wants of his branch, and see the remainder transmitted to the E.C. He shall keep a proper account of all monies received and disbursed by him for the branch. He shall attend once a week, or as often as agreed to by his branch, along with the secretary, &c., for transacting the financial business of the branch. He must at all times be prepared to render an account of his intromissions at a day's notice. He shall give satisfactory security, either by bond or otherwise, as the society may deem necessary. On leaving or resigning office, after his books have been audited, should any deficiency arise in the funds, he shall make good the same, and be liable to a penalty of 5*s.* per 1*l.* of deficiency till the fine amounts to 1*l.*; no fine to exceed this amount; to be kept off salary, or paid with contributions at the rate of 5*s.* per week.

10. The branch secretary shall attend all branch committee meetings, special or otherwise, and all general meetings of members. Should he not be able to attend in any case, he will require to provide a suitable substitute. He shall keep a clean and correct account of all receipts and disbursements of the branch, minute all proceedings of the managing committee and of general meetings in a book for the purpose, fill up all cards and other papers, give copies of all documents for printing, manage all correspondence, read all letters sent and received by him on the business of the society, attend once a week or otherwise, as may be agreed to by the branch, along with the president and treasurer at the branch meeting house, for the transaction of financial business. He shall read the minutes of every month's transactions at the general monthly meetings next ensuing, and shall be prepared to give to any member of committee requiring the same all necessary and authentic information respecting the proceedings of any previous meeting, the minutes whereof have not been read. He shall communicate fortnightly with the E.C. as to the state of trade, and forward all amendments, alterations, or additions of his branch on any proposition appearing in the previous monthly report. He shall forward every quarter, for publication in the following monthly report, a correct statement of the number of hours wrought, and standard wage of the branch. He shall furnish annually the nearest approximate to the number of journeymen and apprentices in the trade in and around his own district, with the rate of wages and number of hours wrought per week, for publication in the yearly report. He shall transmit monthly to the executive committee a correct balance sheet of the income and expenditure of his branch, the name and number of any new member, with date of entrance; each member who has drawn a transfer card, with date of same, with all arrears, levies, or fines (if any) due by such member; also the decision come to by his branch on any questions wherein our laws are silent, with the number of votes recorded for or against such; also the votes on any question submitted for consideration by the executive committee; he shall also transmit the name of any sick member, deceased member, or deceased wife of any member, if registered. He shall transmit the quarterly reports of income and expenditure, signed by the quarterly auditors. He shall see that the monthly reports are read at the monthly meeting of members of the branch, and signed by the chairman, and forward the same to the executive committee within three days after such meeting was held, or such neglect will be published in the next monthly report of the executive committee; and failing to transmit the quarterly report within six days after being properly audited and read at the quarterly meeting of the branch, to be subject to the same publication, and fined 2*s.* 6*d.* besides, for such neglect of duty. Secretaries writing the executive committee, or any other branch, to prepay their letters; not doing so to be fined 3*d.*

11. The two trustees shall each keep one key to the strong box of the branch, and shall be responsible along with the treasurer for truly depositing the monies of the society in the branch strong box, or other secure place, at the close of every financial meeting. It shall also be their duty to see that the treasurer retains in his possession not more of the monies of the society than what he requires for immediate expenditure; and shall also see that the monies of the society are regularly transmitted to the executive committee.

12. The committee of management shall govern the affairs of the branch between the general meetings. They shall take a general supervision of, and interest in, all the affairs of the trade, and shall see that the regulations of the trade are, as far as possible, complied with, and shall, on being made aware of any grievance that any member or shop may complain of, previous to such member or shop stopping work in consequence of such grievance or dispute, use all means, either by conferring with the parties or by arbitration, to obtain an amicable adjustment, the committee to bring the matter before a summoned meeting of the branch. Any member of committee being cognizant of any member or shop working contrary to the understood regulations of the trade in the district shall immediately bring it before the committee, who shall have the power of summoning the member or shop to a conference, and shall use all reasonable means to bring such person or shop to a recognition or observance of the same; and failing to do so, to submit the same to their branch, either at the usual or a special meeting. The committee shall have the management of the funds of the branch, and shall disburse them according to the laws and rules of this society, and shall render the secretary every assistance in their power in making up the monthly and quarterly reports. The majority of the committee—including office bearers—being present, shall form a quorum, without which number they shall not transact any business. At every sitting they shall in rotation take their turn in assisting the president to preserve order, and refusing to perform such duty, to be fined 6*d.*

13. Two auditors, who have been members for twelve months, shall be elected at the quarterly meetings, whose duties shall be to audit the income and expenditure of their branch for the quarter next ensuing their election; and report at the quarterly meeting. They shall serve for six months, one retiring every quarter. They shall see that members' contributions are properly entered in the contribution books, and that such has been correctly transferred (with other income) to the cash book. They shall see that the names are properly transferred every quarter, and the arrears correctly brought forward, with fines and levies (if any) added. They shall examine the expenditure, and insist on receipts for all items paid for parcels, printing, &c. They shall examine and be satisfied that all who have received (or are in receipt of) any of the benefits of this society, were in every case entitled to the same, according to rule. Auditors to be paid as per scale No. 2 in Appendix.

14. Every branch shall, at the yearly meeting in November, appoint one of their members who has been two years a good member of the society (except in new branches) to be referee, to whom the E.C. may apply or refer to should any of the branch officers to which he belongs neglect to do any of the duties devolving on them, and who shall see that any fine imposed on such officer for neglect of duty has been registered against him. He shall communicate to the E.C. any misconduct on the part of his branch officers, or any decision of his branch which he considers to be contrary to the spirit of the general or district laws. If he requires to attend any meetings of his branch in the fulfilment of his duties, or when summoned to attend, he shall receive the sum of 4*d.* for each attendance, and shall be provided with all the necessary materials for the fulfilment of his duties; and if neglecting to perform any duty devolving on him, to be fined according to circumstances.

15. Any branch having brought before them any grievance of a member, or shop, or any dispute between a member, or shop and an employer, as to any of the existing or understood regulations of the trade, shall use every means to get the same amicably adjusted, either by conference or arbitration, and shall, if the same course has been attempted previously by the branch committee, appoint some other members to confer or arbitrate with the parties disputing; and, failing an adjustment of the matter at issue, should a cessation of work, either of the member or shop, be resolved on by the branch, the secretary to immediately communicate the same to the E.C.

16. When a movement for an advance of wages, the further reduction of the hours of labour, or any other cause is contemplated by any branch, the secretary to report to the E.C., and state the number of paying and payable members; the number likely to require to cease from work for such, as nearly as possible; the state of trade in the locality; the position of the society in the district, with the votes of the branch for or against the movement, if taken on that question. Before a stoppage of work can take place, the branch must have consulted the other branches of the society through the E.C., and the majority of the members of all the branches must have been returned favourable, and in the branch about to stop work the votes must be two for to one against before such cessation of work can take place. Any branch acting contrary to this rule will not receive support from the funds of the society.

17. That independent of the powers granted by rule 15, branches may grant a cessation of work, with aliment off the funds of the society to any shop or squad in their locality, at any time they may consider themselves in a position to do so, without consulting the other branches of the society in furtherance of the following objects:—Apprenticeship, overtime, reduction of the hours of labour to 57 hours per week, the conduct of parties acting contrary to or in violation of the laws of the society, or against refractory or non-members. The branch to at once communicate full particulars to the E.C. on such a cessation of work taking place. It must, however, be understood that this power does not in any away affect or impair the powers as laid down in rule 16, but that all the provisions therein contained remain and are in full force as though the foregoing powers were not granted. Branches to have a discretionary power in imposing fines or adopting any course that may be considered satisfactory with parties who may work in opposition to any decision of the branch or society, or who, after having been remonstrated with, continue to work in opposition or contrary to the spirit of the rules of the trade. But any branch exacting an extra entrance fee, or imposing any fine or any sum of money whatsoever from members of this society when working

within the locale of that branch's operations, unless such has been previously approved of and sanctioned by the society, shall be considered to have violated one of the fundamental principles of this society, and shall thereon cease to be entitled to participate in its benefits, until restitution has been made satisfactory to the society.

18. Branches to make their own byelaws; but they must not be contrary to the spirit of the general laws. Branches on joining the society shall draw up and issue through the monthly reports, for the approval of the society, the principles upon which, as a branch, they mean to act as regards the question of apprenticeship, overtime, working byelaws, and regulations. Branches shall endeavour to get collectors appointed in all shops and squads in their locality. Collectors to receive 6*d.* per pound of commission.

19. Any branch coming to a decision on any question wherein the laws of this society are silent, shall immediately forward such decision to the E.C., for insertion in the next monthly report; and should neither the E.C. nor any other branch tender an amendment in the monthly report following that in which the branch's decision was published, said decision shall form a precedent to all other branches in cases of a similar nature.

20. Branches submitting any question for the consideration of the members of the society, must do so through the E.C., the votes of the various branches to be returned through the E.C., and published by them in the following monthly report, in a tabular form, showing the majority and minority as recorded by the votes. Any branch not satisfied with the decision of the E.C. on any question on which their opinion was asked, may appeal against such decision of the E.C. to the branches. Any branch so appealing must send their appeal, with a statement of their question, to the E.C. for insertion in the monthly report, at least one week previous to the issuing of the report; but previous to such appeal, the branch may appeal to the delegate meeting of the branches. Any branch appealing to the delegate meeting, should such be called for the consideration of that branch's business alone, must find security for the expense thereby incurred (apart from the funds of the society); but no appeal can be made to any other authority than the votes of the members through the various branches of this society. Any branch appealing on any question to the votes of the members through the other branches of the society, such branch shall not have the power to vote in justification of their own appeal.

21. Every branch shall forward to the E.C. at least quarterly all monies not required for their immediate local expenditure. Any branch refusing to do so shall not receive any benefit from the funds of this society until it has given entire satisfaction for such neglect of duty.

22. In any case where the majority of a branch may secede from the membership of this society, the books, documents, monies, and property shall be held by the minority, on behalf of this society; and should the entire branch secede, the E.C. for the association shall claim all such property, without any power of appeal against such proceeding in either case.

23. The managing committee of the branch shall meet once a week, or as may be agreed on, for the transaction of the general business of the society. A general meeting of members of each branch shall be held in the beginning of every month, for the purpose of hearing the reports of the committee, and the monthly reports of the E.C. on the state of the society's business; the secretary shall read minutes of the branch committee's proceedings for the past month. All members are earnestly requested to attend these monthly meetings, when all the affairs of the society may be fully discussed. The quarterly meetings of the branch to be called by bill or otherwise as may be deemed most advisable, and the monthly meeting to be specially called when the business is of such a nature as to demand such to be requisite. The most perfect good order shall be preserved in all meetings. Every member shall be obedient to a call of order from the chair on pain of a fine of 2*d.* for every offence. No personalities shall at any time be permitted. All speakers to confine themselves strictly to the subject of debate. Every member shall address the chair standing and uncovered. Any member entering any meeting and acting in a disorderly manner, and so interrupting the business, shall be ejected by the officers of committee, upon order from the chair. No member shall be allowed to address the meeting twice upon the same subject, unless answering a question or explaining something he may have said previously. The first motion upon any subject shall be the original motion; all others upon the subject shall be amendments. After all amendments have been submitted, at the close of the debate, the member who submitted the original motion shall have the liberty of reply to the arguments and amendments urged against his motion, and must not exceed 15 minutes in such reply, after which the amendments shall be put against each other successively, and the amendment having the highest number of votes shall be put against the original motion. And with a view of making the votes of the branches available on all occasions, especially in closely contested returns, no branch shall be allowed to send a vote marked "*unanimous;*" that such vote shall count nothing, and should not be recorded. Every member shall express his opinions in becoming language; and no swearing shall be allowed. Any member uttering an oath during a meeting shall be fined 2*d.*

24. Any branch committee may call a special meeting of the members of the branch, whenever they shall deem the business of such importance as to call for such a meeting; such special meeting must be called by bill, stating the nature of the business, or the members must be summoned individually, before the proceedings of such meeting can be considered constitutional.

25. In cases where trades apply to any branch for assistance, the branch, after due investigation, shall forward the application to the E.C., for insertion in the next monthly report, with the opinion of the branch as to the propriety of granting such assistance.

26. No branch to enter into any arrangement with any other trade whereby expenses may be incurred without the sanction of the association.

27. Branches books, stationery, rules, cards, &c. to be furnished through the E.C.

Section II.

Guidance of the Members of the Trade and their Benefits.

1. That any operative joiner may become a member of this association by paying the sum of 5*s.*, being the amount fixed as entrance money for two years from November 1865, to be paid in six weeks from date of first instalment, or whatever he may have paid will become forfeited. New branches to be allowed to join members for six months after date of connexion with this society for the sum of 2*s.* 6*d.* as entrance money. Every member on entering this society shall declare his adhesion to the principles on which and the purposes for which it was founded, and shall promise to support and advance the interest of this society, and the objects thereof, as long as such member continues at the trade. He shall also do everything in his power to extend the usefulness, and enlarge the basis of the society, and shall give immediate information to the society of every violation of the working regulations of the trade, whether among members or non-members, and endeavour to make these and all trade regulations observed as extensively and as strictly as possible.

2. Members entering this section of the society are not entitled to participate in its benefits, until the expiry of six months from date of entry, and until full six months' contributions have been paid, except such benefit be for the prosecution of an employer at law, or defence against prosecution on the part of an employer. Members allowing the arrears of their contributions to accumulate to a sum equivalent to six months' contributions shall have no claim to benefit or protection from the funds of this society until such arrears (including all levies, &c.) has been reduced to 2*s.*, and not till one month after all arrears have been so reduced. And when a member is six months in arrears, the branch secretary shall notify the member to that effect; and if he neglect to make payment till his arrears accumulate to a sum equivalent to 12 months' contributions, the secretary to write against his name in the branch books the word "expelled," and to be then admitted on the same conditions as a new member should he again make application. Any individual member of this society exacting an extra entrance fee or imposing any fine or any sum of money whatsoever from members of this society, unless such has been previously approved of and sanctioned by the society, shall be considered to have violated one of the fundamental principles of this society, and shall thereon cease to be entitled to participate in its benefits until he make restitution of the money he has falsely taken, and make a public apology before his branch.

3. Every member of this society shall receive a small book or card, on which shall be entered all monies paid by him to the society. It shall be the duty of every member to see to the payment of his own contributions. Members may send their contributions by a collector for the shop, along with his card. Every member shall mark upon his card the amount of his contributions, upon due payment of which the secretary of his branch shall attach his initials to the card. Every member, on his card being returned, must see that it is so receipted. The secretary shall enter

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each contribution to the credit of the member in a book for the purpose.

4. Members of this section shall pay a weekly contribution of 3*d.* to the funds of this society; and, when a free member, be entitled to the following benefits:—First, on the occasion of a cessation of work, lock-out, or any other cause sanctioned by the society, every free member shall receive the sum of 10*s.* sterling weekly, so long as such stoppage of work continues. Every member shall, during such stoppage of work, report himself once a day at the place of meeting, unless allowed to do otherwise by the committee. Secondly, every free member shall be entitled, in the event of loss of tools, by fire, water, or theft, to the extent of his loss; but in no case to exceed 20*l.* sterling; also the value of tool chest, not to exceed 2*l.* sterling. Thirdly, every member shall be entitled, in case of accident, which prevents him ever again being able to resume his regular employment, to the sum of 50*l.* sterling.

5. Compensation for the loss of tools to be granted on the following conditions:—Within seven days after the loss the member shall deliver a correct inventory of every lost tool to the secretary of his branch, who, with the assistance of the committee, shall endeavour to obtain all necessary information, and report the same to the next meeting of the branch, which if satisfied with the evidence (more particularly as regards the loss of tools by theft) shall order the amount to be paid. A member shall not be entitled to receive a higher sum as compensation than the original cost of the class of tool claimed for. No compensation to be given for stolen tools unless, when practicable, the member has a box or chest with him for his tools safe custody. Every member's tools to be properly stamped with owner's name; an impression thereof to be kept with the society for reference. The committee, if fully satisfied, to have the power to pay one-half the amount of loss previous to the meeting of the branch. Any member guilty of fraud or imposition, either as to the loss of tools or the amount destroyed, the committee of his branch to have the power to deal with such person according to the circumstances of the case. The committee to have full power to cause the member to make an affidavit before a sheriff or justice of the peace in every case, if they see reason for so doing.

6. The accident bonus of 50*l.* sterling to be granted under the following conditions:—Any member not more than six months in arrears who is disabled from ever again following his regular employment, either by the loss of a limb or a broken limb, through blindness, imperfect vision, apoplexy, epilepsy, paralysis, or any other cause (provided such did not occur through intemperance or other improper conduct), shall be entitled to make application for this benefit. Such application to be made within 12 months, or he will forfeit all claim to the same. Any member on receiving an accident shall immediately send notice to the secretary of the branch in which he is member. The branch to appoint a doctor and delegate to investigate the case, whose reports shall be submitted to the society, and produced on the member making application for the accident benefit. If the accident is of such a nature as to deprive the member of his senses for any length of time, it will be incumbent on the collector of the shop, or one of his fellow-workmen, to report to the branch, so that the case may be investigated. Those who have worked in opposition to any rule of the trade, or any order of the society, and against whom a fine has been recorded, must have paid the same, and continued a good paying member for six months previous to the accident, to be entitled to its provisions. On the applications being made, the doctor's and delegate's report on the case to be inserted with application in the first monthly report following, and if a majority of the votes be returned favourable, the money to be paid within three months after; if otherwise, the decision of the members to be final and binding, without any appeal to any court of law or equity. In event of a dispute both parties agreeing may refer the case to neutral arbitration, each party to pay half the expense of such arbitrament. On application being made for this benefit, and previous to the votes being taken, the E.C. may (or they may authorize the branch to which the member belongs), if they consider there is a possibility of restoring the member, place him under whatever professional man they may think proper, the expense of such being defrayed from the general funds of the society; and if declared incurable, the same to be entered in the monthly report, at least not later than two months after the application was made. Any member having made application, and death occur during the time the application is before the society, should the society decide in favour of the application, the money to be paid within one month to his wife, next of kin, nominee, or trustee. Should any member resume his employment, or any other employment, so as to earn a livelihood, for the space of three months, he shall not be entitled to the benefit in the case of accident.

7. Any member having received the 50*l.* bonus shall cease to be entitled to the benefits of this section. But should such member be ever again able at any future time to resume his regular employment, he may become a member of this section, and shall pay to the funds of this society the sum of 3*d.* weekly, but be entitled only to the insurance of tools benefit, and benefit on a cessation from work, sanctioned by the society.

8. The E.C. have power to levy the members of this society, at a rate per member, to meet the requirements of the accidental provisions, but not till the same has been voted by the branches, by a majority of the members voting, or when the application was disputed and submitted to arbitration; if decided against the society, the E.C. to have the power to enforce the levy as if it had been voted by the members.

9. Any member requiring to prosecute an employer at law, or defend himself from prosecution on the part of an employer, shall submit his case to the consideration of the committee of his branch, and if the committee approve of such prosecution or defence, the expenses of the same shall be defrayed from the funds of the society.

10. Should any member of this society be discharged from his employment for taking a leading or active part in bringing any grievance before his employer for redress, or urging the claims of this society upon members of the trade, or because he is a member of this society, or for any cause which may be considered by the society to be similar or equal, on such a member proving to the satisfaction of the committee of his branch, that he has been so discharged or victimized, he shall receive from the funds of the society (provided always nothing but legal and constitutional means have been used) the full amount of his wages until he procure employment, said benefit to cease and determine when he has procured or the offer of employment has been procured for him. And if a majority of his branch consider it desirable, and approved by the E.C., to remove him out of the district, he shall then be entitled to all the privileges of a victimized delegate.

11. Any member feeling himself aggrieved by any decision of his branch, may appeal for redress to E.C., and if still dissatisfied, from them to the votes of the branches, whose verdict shall be final and binding in all cases; the appeals and decisions to appear in the usual monthly reports, and the secretary of any branch from which a member appeals to E.C., or otherwise, shall only furnish the E.C. with the facts of the case as brought out in the branch meeting.

12. Every member on being admitted to pay 3*d.* for a copy of the rules. An entrance receipt card to be furnished on which shall be entered the instalments of money as paid, and when fully paid to receive a membership contribution card, for which he shall pay 1*d.* Members may be supplied with monthly reports through the E.C. at 1*d.* each, by paying them six months in advance. No member to speak or vote in any branch if he is more than six months in arrears. No member to vote in any other branch but that in which he holds his card, except on the election of the seat of government, when every free member may vote in the branch most convenient.

13. Any member removing from one branch to another to receive a clearance card from the secretary of the branch he left; neglecting to do so, no secretary can admit him without first writing to the branch the member left to ascertain his arrears, or any other matter that may stand against him, for which letter such member shall pay the sum of 2*d.*; and any secretary so writing shall enclose postage stamp for reply. Members removing to a locality where there is no branch of this society shall continue to pay the regular contributions to this section into the most convenient branch, and shall be entitled to all the provisions and benefits of said section, provided always such removal is not without and beyond the common boundaries of Scotland. In the event of a notice being sent to any member and not reach him through his having neglected to leave his proper address, he shall, notwithstanding, be held to know the rules.

14. All members to be exempt from contributions to this section of benefits when sick, or unable through disease (not brought on by any immoral conduct or indiscretion of their own) or any other cause not under their own control, of following their regular employment. Notice of such sickness to be sent off to the secretary of his branch within one week thereafter, or exemption will only be allowed for one week previous to the sick notice. They shall also give notice when able to resume their employment, within one week of being so, or they will be liable to a fine of 1*s.*

15. That members becoming employers, or who may, for satisfactory reasons, relinquish the calling of a joiner, shall cease to be entitled to the benefits of this section.

16. That members becoming managers of works or first foremen may still remain members of this section, and be entitled to its benefits, by paying the regular contributions and conforming to its laws; but they shall not be required to act with the journeymen in the same employment in the event of a cessation of labour taking place; under-foremen's positions to be defined by the branches in their byelaws.

17. That any member going to sea as a joiner, by giving notice to the secretary of his branch, and finding security for the payment of 1*d.* weekly as contributions during such absence, shall, in the event of loss or destruction of tools, be entitled to the insurance thereof, as laid down in rules 4th and 5th of this section.

18. Boys or other individuals entering the trade to be bound to serve an apprenticeship of such term of years as branches may think proper to enable them fully to acquire a thorough knowledge of their trade. Apprentices already at the trade, and not bound, branches shall use their utmost endeavour, in a peaceable manner, to get them and their employers to enter into such an agreement as shall be considered sufficient for the welfare and interests of the trade. Apprentices bound leaving their employers before the expiry of their term of apprenticeship, members and branches shall use every legal and constitutional means to make them return and fulfil their engagement; and employers discharging apprentices before the expiry of their engagement, members, through the society, shall endeavour to effect a reconciliation.

19. Apprentices having served a regular term of apprenticeship to be admitted members of this society for half the regular entrance money, provided they apply within six months after the expiry of their term of apprenticeship.

Section III.

Sickness, Superannuation, and Funeral Benefit.

1. Any member of the trade section may become a member of this section who can be recommended by two members as a fit and proper candidate for membership, or by producing a doctor's certificate that he is in good health, and free from all diseases calculated to endanger life. The branch officers may, if they deem it necessary, appoint at the expense of the society a surgeon to examine the applicant, but the applicant to pay for his own certificate; he must also produce a certificate of age if required to do so. Members joining this section shall sign declaration of the society; a copy of said declaration, see No. 3 in Appendix. Members to be admitted to the benefits of this section who are not above 50 years of age; new branches being allowed to join members not exceeding 55 years of age for the first twelvemonth from date of connexion with the society. Applicants to be admitted according to the following scale:—If under thirty years of age, 2*s.*; from thirty to thirty-five, 3*s.*; from thirty-five to forty, 5*s.*; from forty to forty-five, 7*s.* 6*d.*; from forty-five to fifty, 10*s.*

2. Every member of this section to pay as contributions the sum of 3*d.* weekly (independent of the trade section payments, both to go into the common fund of the society, but a separate account of each to be kept). Any member of this section neglecting to pay his regular contributions for three months shall pay a fine of 3*d.*; and if failing to pay for four months, he shall be suspended from all the benefits of this section, till four weeks after he is clear on the books, when the secretary of the branch shall notify to him that such is the position he stands in to the society, for which notification he shall pay 2*d.*; and if he continues neglecting paying for six months, or allows his contributions to be in arrears to a sum equivalent to six months, he shall cease to be a member, and forfeit all he may have paid into this society, and can only be re-admitted by paying a new entrance fee, according to rule.

3. All members of this section, three months after date of entry, and having paid in full three months' contributions, who, by sickness or accident, are rendered unable to follow their regular employment or usual avocations for the term of six days, shall be entitled to benefit from the funds of this society according to the following scale:—For 13 weeks, 10*s.* per week; for 13 weeks 8*s.* per week; for 26 weeks 6*s.* per week; and to continue at 4*s.* per week until recovered. Any member declared off the funds before the expiry of 52 weeks, and declaring on again before the expiry of 12 weeks, the time to be added together, and proceed according to rule; but should an accident occur during the 12 weeks, aliment to commence as in the first instance.

4. Any member claiming aliment in case of sickness or accident, must, within three days from date of such trouble, send notice to the secretary of his branch, agreeable to Form No. 4 in the Appendix (if more that three days unwell before making application), will not receive aliment anterior to date of surgeon's certificate, or more than three days prior to date of such claim being made. The secretary on on receipt of such application shall order the visitor residing nearest the applicant to visit him within 24 hours, who shall continue to visit at least once every week so long as sickness continues. The secretary shall also appoint a cross visitor to visit once every week, the visitors to sign their names in a list left for that purpose each time they visit the sick member, to be produced on application being made for any balance due on recovery. Sick members from home, on being called on by the visitor, without leaving a satisfactory reason for such absence, shall be fined 1*s.* Any sick member known to do anything likely to be prejudicial to his health, or may be the means of preventing his recovery, shall be suspended from all benefit for one month. Sick members to be paid every week by the visitor, who shall see that the secretary deduct all arrears. Members declaring off the funds must, within three days after recovery, send notice (comformable to Form No. 5 in the Appendix) to that effect; failing to do so, they shall forfeit any balance due since last payment.

5. Any member whose residence is more than three miles from the society's place of meeting, shall not receive any aliment in case of sickness until he has forwarded to the secretary of his branch a surgeon's certificate, attested by some respectable householder in the place where he resides, stating the nature of his complaint, such certificate (if deemed necessary) to be renewed every time application is made for money, or his pay will be discontinued. Such member may have his money remitted by the society by deducting expense incurred, or in any other form agreed to.

6. If the medical attendant of any sick member certify that a change of residence would tend to improve his health, and state the time thought necessary for that purpose, it will be competent for the branch in which he is a member to advance a sum not exceeding 2*l.* sterling to bear his expense, to be repaid by deducting 2*s.* per week from his sick allowance. Should the member's health not be sufficiently improved at the expiry of the time granted, and he desirous of remaining, he must write to the branch for permission, enclosing a surgeon's certificate, stating what extension of time he may consider necessary. Should the sum advanced not be refunded when he recovers, he shall pay all dues and demands within 12 weeks from the date of declaring off the funds, or he will not be eligible to the benefits of the society till one month after he has done so. Any member who is granted these provisions must send every 28 days a notice as to the state of his health, attested by two respectable householders of the place where he is residing, or his pay will be discontinued. Any member so situated, his money to be remitted as stated in previous rule. No member to be allowed sick pay who removes out of the British Isles for the benefit of his health. Any member removing without the sanction of his branch, shall forfeit his sick allowance from the date of removal to the date of sanction being granted.

7. Should it be proved to the satisfaction of the society that any member applying for or receiving aliment has been the means of bringing disease on himself through any immoral conduct or indiscretion whatsoever, he shall not be entitled to receive the benefits allowed from the funds of this society during such sickness; or if proved that, at his admission, false statements were given relative to the health of himself or wife, or that he in any way deceived the society upon admission, the office bearers are empowered to expel him from the society, holding him responsible for any imposition, and he shall forfeit all he has ever paid into the society.

8. The secretary of any branch receiving application from a member for aliment, must communicate the same to the executive committe in due time for insertion in next monthly report, with the surgeon's certificate stating nature of disease, stating how the member stands in the books, with any other information necessary. The same to be followed on any member declaring off the funds. Any member of this section who has received the provisions in case of accident, or 50*l.* bonus, agreeable to rules as stated in section II., shall at no time be ever again entitled to any of the benefits of this section for that disease for which he received such allowance, but by continuing to pay his contributions to this section may be entitled to aliment for any other trouble and funeral money at death.

9. Every member of this section shall be registered in a book for that purpose, stating age and place of abode, with date of entry. Any member removing from former residence must give information of the same, with name and number of new residence, and all other necessary information, at the meeting of branch officers next after such removal, so that he may be easily found in case of sickness, or being called on as a visitor; failing to do so to be liable to a fine of 6*d.* Members removing to any part of the British Isles where there is no branch of this society, by remitting every 12 weeks the sum of 3*d.* per week, will be eligible to the

benefits of this section, provided they have informed the branch they left of their intention of so doing, and received a clearance card from section II. at date of removal.

10. At the death of a free member (six months after date of entry, and who has paid in full six months' contributions), and who is not more than three months in arrears, his wife, next of kin, nominee, or trustee, shall receive 12*l.* sterling to defray his funeral expenses, his arrears, if any, to be deducted. Any member going to sea, by intimating such to the secretary of his branch, and finding security for the payment of his regular contributions, shall be entitled to funeral allowance should death occur during such voyage, and it shall be paid to his wife or next of kin by their producing satisfactory evidence of his death to the officers of his branch.

11. Any free member, not more than three months in arrears, on the decease of his lawful wife, provided she has been registered according to rule, shall receive the sum of 5*l.* sterling, 7*l.* to remain for his own funeral expenses. Any member receiving funeral allowance for a wife shall not be entitled to receive allowance for any second wife. No member to have more than 12*l.* sterling as funeral benefit for himself and wife. Any member who wishes to become entitled to the foregoing provisions at the death of his wife must have, six months previous to decease, produced a surgeon's certificate as to the state of her health, which, if satisfactory to the branch office bearers, her name and age to be registered in a book for the purpose, and shall pay a registration fee of 1*s.* 6*d.* None to be accepted who is more than 50 years of age.

12. On the death of any member or his wife entitled to the foregoing provisions, as stated in rule 10 or 11 of this section, notice, conformable to No. 6 in Appendix, shall be sent to the secretary of the branch of which he is a member, within 24 hours after decease; the secretary to satisfy himself (either by calling on the member's medical attendant or otherwise) that such information is correct, and if found satisfactory he shall give his order to the treasurer to pay the claim within two days after he received information. If the death of a free member or his wife, entitled as above, take place more than three miles from the place of society's meeting house, the nearest relative or nominee must send, along with a surgeon's certificate stating the cause and time of death, one signed by either the public register, justice of peace, or minister of the locality, previous to the funeral money being paid. The secretary of each branch to communicate the cause and time to the E.C.

13. At the death of a paying member (who is entitled to the provisions at death) who has no near relative, and who has not appointed either a nominee or trustee, the branch officers shall see that he is decently interred, the expenses of his funeral not to exceed 5*l.*; and should his next of kin apply within one twelvemonth thereafter, the surplus be paid; failing such application it shall go into the fund of the society.

14. Any member becoming an employer, or who may, from satisfactory reasons, relinquish the calling of a joiner, may remain a member of this section by conforming to its laws and paying the regular contributions, and be entitled to the sick and funeral benefits according to rule.

15. *Superannuation.*—Any member 50 years of age, who has been 10 years a good member of this society, shall receive 3*s.* 6*d.* per week, and if 15 years successively in this society, shall receive 5*s.* per week until his death (if applied for), should he be out of regular employment. He shall be allowed to earn half the usual amount of wages of the locality in which he is employed, at any business or calling at which he can obtain employment. Any member after having accepted the superannuation allowance shall not be entitled to receive any of the other benefits of this section, except funeral money; and if he continues to work at the trade after accepting this allowance, and continues to pay the contributions to the trade section of benefits, he shall be entitled to receive insurance and accident benefit only, in accordance with the laws laid down for the same. All members joining this association shall date their entrance from the time they joined their respective branches, and members not already free shall stand in the same position.

Section IV.

Executive Committee and their Duties.

1. Any branch with 60 free members will be eligible to stand for the seat of government; the branch appointed to hold that power for three successive years. The same branch may again stand for election, if desirous to do so. Branches wishing to stand for that position shall state so to the E.C. at least two months previous to the time of election. Any branch standing for election shall not record any votes in favour of their own branch. The branch elected as seat of government shall appoint the E.C. from their members who have been at least one year members of the association, who have served previously six months on the branch committee, and who are not more than six months in arrears.

2. The E.C. shall consist of nine members (exclusive of the treasurer and the central corresponding secretary), who shall serve for one year, the minority and majority retiring alternately every six months. They shall meet at least once every week to transact the business of the association, and shall receive the sum of 4*d.* for each attendance, and if absent without giving satisfactory reasons, to forfeit that sum and be fined 6*d.* besides. A majority to form a quorum. No financial or any other business to be transacted unless before a constituted meeting of committee. They shall elect from their number a chairman and vice-chairman, who shall continue in office till the expiry of their term on committee; and on their retiring, the committee, at their next meeting, to elect two of their number to fill the vacant offices.

3. The central branch shall elect one of their members who is a respectable householder, who has been two years a member, who has served on the branch committee, and is not more than six months in arrears, to the office of central treasurer, who, in virtue of his office, shall hold a seat in the E.C. He shall receive all monies transmitted to the E.C. and keep an accurate account of the same, with all vouchers for payments made. He shall not pay any bill or account till such has been passed by the E.C. and signed by the chairman, who shall also affix the stamp and seal of the society. He shall give to the society satisfactory security for all monies in his possession, and he shall at no time have in his hands a larger sum than 20*l.* sterling of the funds of this society. He shall be paid quarterly such sum as remuneration for his services as the central branch may deem sufficient.

4. The E.C. shall appoint two of their number to act as a finance committee, who shall keep a check of all monies received and disbursed by the treasurer, and shall be responsible, along with the treasurer, for the proper lodging of all monies in a bank or other secure place, as may be agreed on, and shall see that the treasurer has not more than 20*l.* sterling of the monies of this society in his possession at one time. They shall also appoint two of their number who, along with the C.C.S. shall superintend all printing, and purchase all stationery, &c., for the society. They shall also appoint a *referee* to account for their own body, and award him a remuneration for his services, to be paid quarterly, to whom branch secretaries may apply, when the neglect of the central corresponding secretary renders it necessary. He shall be furnished with a book, in which all business he transacts shall be registered, such book to be laid before the delegate meetings when held, and in the event of no delegate meeting being held in any one year, a copy of the referee's book since last examined, to appear at least once in each year, in the usual monthly report issued in September.

5. A central corresponding secretary shall be appointed annually at the meeting in November, for the election of office bearers (the term of office to be from 1st February in each year), subject to re-election. Any member who has been two years a member, and who has served on the committee of his branch, and who is not six months in arrears, may make application for the office. Application to be made to the E.C. two months previous to the time of election, their names and applications to appear in the monthly report issued in September in each year, when any branch may nominate any of the applicants, or another, that they may consider qualified to fulfil the duties—the nominated candidates to appear in a list in the monthly report in October following. All branches to vote, and return an accurate list of the votes recorded in favour of the respective candidates, in time for insertion in the monthly report issued in November. The E.C. to make up the list showing the votes recorded in each branch for the different nominees, the one having the highest number of votes to be the one elected, who, when elected, shall require to find satisfactory security to the society for all monies passing through his hands, failing to do so his election to be cancelled. He shall have a seat, in virtue of his office, in the E.C. He shall attend all meetings of the E.C., and record the names of members present, minute all proceedings of the E.C. in a book for the purpose. He shall read to the committee all letters received, and copies of all letters sent by him on the business of the society. He shall keep all documents, accounts, papers, &c. belonging to the society in such a manner and place as the committee may direct. He shall produce a detailed account of the postages each meeting night, and state the number of reports and letters posted, and where to. He shall furnish the chairman with a list of the branches alphabetically arranged, his own correspondence to be arranged in the

same manner. He shall keep a general registration book, in which the names of all members of the society, and if married their wives' names, if registered, shall be entered, stating when and where admitted or re-admitted, with age, and whether the member has received any part of the funeral money; the secretary of each branch to furnish him with the necessary information for properly keeping the same; such book to be laid before the auditors every quarter for reference. He shall go to all delegations when his time shall permit, and when on such delegations to be remunerated the same as any other delegate. All monies transmitted to the E.C. to be drawn by the C.S.S., and handed over to the treasurer in presence of the committee, on the meeting night next ensuing. All monies sent by the E.C. to be remitted by the C.C.S. He shall issue a monthly report of all financial transactions, stating the condition of trade, &c., as received from the branch secretaries; the decision of any branch or that of the E.C. on any matter wherein the laws are silent; also the returns as received from the branches showing the votes for or against any subject upon which the members have been consulted through the executive committee. He shall compile quarterly and yearly reports in the same manner, the quarterly reports to contain a detailed account of the expenses of the executive committee for the quarter. The yearly report, besides containing a full report of all financial transactions for the year, as passed by the annual auditors, shall have a list of all branch meeting houses, and the dates of all regular meetings inserted, with the name of the secretary and referee of each branch, the names of the C.C.S. and referee of the E.C. The secretary shall lay the monthly report before the E.C., and get it signed by the chairman previous to publication. The quarterly and yearly report to be signed by the auditors and the chairman of the meeting, when the auditors make their report, if approved of. Monthly reports to be sent to each branch within one week after being signed by the chairman, or he will be fined 1*s*. Quarterly reports to be sent within one month after being audited, or he will be liable to a fine of 2*s*. 6*d*.; and yearly reports to be sent within three months, or fined 5*s*. Reports intended for branches whose returns came to hand after the time specified by rule, he shall send to the referee that the fine may be enforced. The C.C.S. to devote so much of his time as the society may deem necessary for the due performance of the business of the association, and shall be remunerated for his services as the society may determine. He shall be paid the expense of removing himself and family to where the central branch is situated; on resigning he shall require to give, if possible, two months' notice of his intention to the E.C. In the case of death, removal, or violation of the rules, the E.C. to appoint a member *pro tem*., who shall officiate till such time as the members of the society elect another.

6. The E.C. shall decide all cases of appeal, such decision to be final and binding unless appealed against to the delegate meeting or the votes of the branches. They shall determine everything wherein the rules of the society are silent, such to be binding unless appealed against within one month. No branch to be opened in connexion with this society without the consent of E.C., to whom all applications for such purpose are to be made. When a delegate is required to open a branch, the E.C. to appoint the delegate, or nominate the branch from which such delegate is to be appointed. Delegates chosen for this purpose must be qualified to instruct the new members in the proper manner of keeping the books, and transacting the business of the society. The E.C. may, on the application of any branch, appoint a deputation to visit any locality, to promote or further the interests of the society. They may consult the members on the propriety of raising a contingent or benevolent fund, or a fund for granting assistance to other trades. In all cases when the E.C. require to consult the members of the society on any particular question, the majority of votes to be decisive unless otherwise specified. They shall have no power to enforce *levies*, unless otherwise specified, till such has been adopted by a majority of the members voting in all the branches. When the levy is for granting assistance to any other trade, or the raising of a contingent or benevolent fund, the votes returned must be two for to one against before the E.C. can enforce the levy. The E.C. to have the power to draw on the the funds, whenever the votes have been so returned, to the extent of three-fourths of such levy.

7. If it be found necessary for the E.C. to hold day meetings, they shall be paid the same as delegates on society's business. They shall see that an abstract of their own proceedings is inserted in every report issued. The accounts of the E.C. shall be audited every six months by two of the in-coming and two of the retiring members of committee—auditors to be paid for so doing—when all receipts and other documents connected with the money transactions of the E.C. must be produced, examined, and compared with the income and expenditure in each report, the statement of the auditors to be inserted in the report for the following month.

8. The E.C. receiving propositions from any branch, if in accordance with the laws, to be inserted in the following monthly report, and if desired by a majority of the members of the branch from which the proposition emanates, the E.C's. comment to appear with the proposition, otherwise the E.C. not to comment on propositions until they have been 14 days before the society; and propositions to remain before the society 14 days open to amendments, and if not received within that time, the E.C. not to acknowledge them. In cases of emergency, such as applications for aid from other trades, or imminent cases in our own, the E.C.'s comment to appear with the proposition. The E.C. shall have the right of moving propositions same as branches, but shall in no case submit them to the vote without being previously 14 days before the society open to amendment. Any branch having submitted a proposition to the society shall have the power of replying to the argument urged against it, in branch amendment and E.C. comment, previous to the vote being taken thereon. Branches wishing to exercise this power in any case must intimate the same to the E.C. along with their proposition.

9. The E.C. shall institute all legal proceedings against all officers or members who may in any way defraud the society, and against all trustees, officers, and branches who may refuse to sign and deliver up to any person appointed by the society to receive the same all checks or other documents which may have been entrusted to their care, or which requires their signature. When the branch is entirely closing all connexion with this society, and failing to transmit all monies, books, box, and property of the association, with a correct balance sheet to the E.C. the C.C.S. to be empowered to take all legal proceedings to recover the same as property of the society.

10. Should any emergency arise requiring the united efforts of the building or other trades, the E.C. may appoint a delegate to meet the delegates of said building or other trades, to confer together on the character of the emergency; the delegate to report fully and correctly to the committee, who if they deem it essential to the general interests of the trades to act immediately in concert, shall co-operate in forming an associated central conference to carry out the objects contemplated, and be allowed till such time as the decision of the branches is known to expend the sum of 1*l*. sterling in furthering said objects.

11. In cases of misconduct of the C.C.S., or any other member of the E.C., or any branch officer, the accused to have full power to make out a statement of their case, and have it inserted in the first report. The central branch to appoint a committee of inquiry, of not less than nine members, who shall investigate the case, and lay the same before the society, if possible, in the same report as that in which appears the statement of the accused, when the E.C., or any branch, shall have the power to move in any manner they may deem advisable within 14 days thereafter. The majority of votes recorded in favour of any proposition shall be decisive, and the accused to hold no office until such decision is known.

12. Should any branch deem it necessary to frame a new law for the guidance of members, if such is voted on and adopted by the society, the E.C. or C.C.S. shall not make any alteration of or amend the same after being adopted.

13. That all monies collected for or on account of this society, on being received by the E.C., shall go into one common fund, and be appropriated to no other purpose than set forth by the rules and laws thereof. All monies not immediately wanted shall be deposited in such bank or banks as may be agreed on; a part of it, as a working fund, to be entered in name of the association and three trustees, and the C.C.S. The trustees to be elected by the central branch, and their names submitted to the society in the following report, and if no objections be lodged in 14 days, the election to be valid. The working fund not to be less than 500*l*., and not to exceed 1,000*l*., when 500*l*. shall then be lifted and deposited with whatever may have been deposited as a sinking fund, the sinking fund to be entered in the name of the association, eight trustees, and the C.C.S.; the eight trustees to be elected by the eight branches having the highest number of members, each branch to elect one; their names to be submitted to the society as above. The bank books to be kept in a drawer in the society's safe, with three keys, to be held by the chairman, treasurer, and secretary. No money to be drawn from the bank from the working fund, except by the C.C.S. and two trustees. No money to be drawn from the sinking fund without the signature of six trustees and the

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C.C.S.; the trustees of both funds not to give their signature to any bill for drawing money without a letter from the E.C., signed by the chairman, authorizing them to do so. Trustees to be paid, if necessary, while drawing money during working hours. The names and arrears (if any) of the trustees of both funds to be published in every quarterly report, and if more than three months in arrears, their names to be erased, and others appointed in their place.

14. That while the monies of both sections of the society shall go into a common fund, the amount collected for each, as shown at the yearly balance, shall be available for all the purposes laid down in the rules of that section for which it is contributed, and for that section only. The E.C. being empowered to raise a levy for either of the sections as occasion may require, so as to meet all demands made thereon, levies for any other purpose to be adopted in accordance with the existing laws of the society.

15. No part of the monies of this society shall be devoted to any other purpose than set forth by the rules and laws thereof, unless such other appropriation of the funds be agreed upon by the members. Notice of such other appropriation must be entered on the minutes of the E.C. four weeks previous to the vote being taken, either by notice of motion supported by three members of E.C., or one branch, such notice to be published in the monthly report next ensuing the intimation. The various branches to convene special meetings for the consideration of such business. The members voting in all the branches must show a majority in the ratio of three for to one against ere the E.C. have the power to devote the money so given notice of towards such other appropriation.

16. Three annual auditors shall be elected from the society, who, along with the E.C., shall audit the accounts of the society at the end of the year. Any branch will be eligible to nominate one; their names to appear in the monthly report for September in each year, the votes to be returned in time for publication in the monthly report for October, the three members having the highest number of votes to be elected, the members thus elected not to be eligible for nomination for the same duties for two years, after once having performed the duty. These three auditors will also assist the C.C.S. in making up an abstract of whatever may be considered of interest to the society, either as a *résumé* of the past year or as a guide to future proceedings. Each member to be supplied with a copy of this report at cost price; or be added as arrears of contributions. Auditors performing these duties to be paid the same as delegates.

17. That all extraneous matters or business, not strictly concerning the affairs of the trade, shall not under any circumstances be introduced into meetings of this society; and nothing of that nature shall be conducted in the name of the society; and no office bearer shall use his name in connexion therewith in the capacity of an office bearer of this society.

18. No alteration of or addition to the existing laws of the society can take place until such alteration or addition has been first submitted to a delegate meeting, and no dissolution of this society, or abrogation of any of its benefits, can take place until the members have all been summoned by their respective branches to meetings for the consideration of that question, and not till three-fourths of the members have registered their votes for such dissolution or abrogation.

Section V.

Delegate Meetings and their Powers.

1. Their shall be a general meeting of each branch of the society held early in January 1867, to consider and decide upon the propriety of holding a delegate meeting on an early day in the following March; and, if it be decided that a delegate meeting be not held in 1867, the votes of members shall be taken on the same question every following year at the same time, until a delegate meeting be held. The executive committee shall have the power to call an intervening meeting on request of any branch, or if they as a committee deem it necessary, by consulting the members, and obtaining a majority of votes favourable. Branches having 20 free members and upwards shall be entitled to send a delegate. Any two or more branches, whose members conjointly number 30 members and upwards, may unite and send a delegate. Every delegate shall be elected by a majority of the members present at a general meeting for the purpose, held at least two weeks previous to the delegate meeting. No member can be elected who is more than four months in arrears.

2. The delegate meeting shall not have the power to make, alter, or rescind any law, unless the proposed addition or alteration has been given notice of to the various branches six weeks previous to such meeting; such propositions to be read at the regular branch meetings intervening between such time and a general meeting called for the purpose of considering the same. Each secretary must send the propositions of his branch to the E.C., at least two months previous to the delegate meeting. Copies of such propositions to be furnished each branch by the C.C.S.

3. Every delegate must remain at the delegate meeting until the business is concluded. He shall not absent himself, unless he give a satisfactory reason to the meeting, and permission accordingly granted. Any member delegated on the society's business shall be paid as wages the sum of 5*s.* daily (Sundays excepted), and when delegated on business not more than three miles from their place of residence, shall be allowed as expenses, the sum of 2*s.* daily; if more than three miles and within seven miles, 3*s.* daily as expenses, and coach fare going and returning; and to any greater distance, 7*s.* per day as expenses, with coach fare; and if requisite that the delegate to any of the minor distances requires to stay all night at the place of delegation, he shall receive the same sum as allowed for distances seven miles. Delegates to charge no more as coach fare than what they paid; and no delegate shall be allowed to travel at any higher rate than second-class fare. Delegates requiring to stay over Sunday, to receive no more than 5*s.* as expenses, for that day. Branches requiring delegates for part of a day, to fix the day before being appointed.

4. Any member delegated on the society's business, and losing his employment in consequence, shall be allowed his usual weekly wages until he find employment satisfactory to the members of his branch, and shall be paid the expense of removing himself and family to where he obtains employment; and, should he obtain employment, and not succeed in keeping the same more than one month (from reasons stated above), he shall be entitled to his weekly wages. The member so situated to report himself every lawful day to the secretary of his branch, or any other officer appointed by the branch for that purpose.

5. No delegate meeting to have the power to abrogate any of the principles of this society, viz., allowance on account of a cessation of work, insurance of tools, accident, sick, funeral, and superannuation benefits, unless by the consent of three-fourths of the members, who must register their votes accordingly.

6. A copy of the minutes of delegate meetings shall be furnished to every member, gratis, containing the resolutions and votes of said meeting; the E.C. to forward the same to each branch as soon as practicable.

7. No delegate shall be recognized in any locality without he produces credentials bearing the stamp and seal of the society, specifying the business of his delegation.

APPENDIX.

No. 1.—Scale of Branch Office Bearers' Salaries.

No. of Members.	Secretary's Salary per Annum.	Treasurer's Salary per Six Months.	President's Salary.	Trustees', Secretary's, and other Committee's Pay.
	£ *s.*	£ *s.* *d.*		
10	1 0	0 7 6	Acts as Treasr.	—
20	1 5	0 9 0	Committees' pay.	Committees' pay.
30	1 10	0 10 6	£0 7 6	Do.
40	1 15	0 12 0	0 9 0	Do.
50	2 0	0 13 0	0 10 6	Do.
75	2 5	0 15 0	0 12 0	Do.
100	2 10	0 17 6	0 13 0	7*s.* 6*d.*
150	3 5	1 1 0	0 15 0	9 0
200	4 0	1 5 0	0 17 6	10 6
250	4 15	1 8 0	1 0 0	12 6
300	5 10	1 12 6	1 2 6	13 6

(President's Salary: per six months. Trustees', Secretary's, and other Committee's Pay: per six months.)

Note.—Branches having a higher number of members, the office bearers to be paid in proportion, but no branch secretary to receive a higher salary than 7*l.* sterling per annum; treasurer not to exceed 2*l.*, president 1*l.* 5*s.*, and trustee 15*s.* per six months. That in the absence of the president, the vice-president or acting chairman to be remunerated as per scale, deducting the amount from the salary of the president at the expiry of his term of office. Branches having an intermediate number of members to be paid in the same proportion; for example, a branch having 45 members, the secretary to be paid 1*l.* 17*s.* 6*d.* Other officers to be paid in the same manner.

No. 2.—Scale of Auditors' Salaries.

25 Members, 1*s.*; 50 members, 1*s.* 6*d.*; 100 members, 2*s.*; and 6*d.* for every 50 additional members above 100.

No. 3.—Declaration to be signed by Members joining Section Third.

I do hereby declare that being desirous of becoming a member, and entitled to the benefits of section third of the

society of "Associated Carpenters and Joiners of Scotland," that, to the best of my knowledge, my age, or the age of my wife, does not exceed the number of years herein-afterwards stated; and, further, I declare that I am not afflicted with any disorder or constitutional weakness, which may tend to shorten life or incapacitate me from my customary occupation. And I do hereby agree that this declaration shall be the basis of the contract between the society and myself, and that, if any untrue averment is contained in this declaration, all monies which I may have paid to section third of the society on account thereof shall be forfeited, and I shall have no further claim to the benefits of section third. And I do hereby consent that my assurance shall be subject to the decision of mutual arbiters; such arbitration being in strict conformity with the rules and laws of said society.

V. London Society of Compositors.

Rules, &c., as amended and revised November 1865.

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RULES.

Name and Objects of the Society.

1. That this society shall be called "The London Society of Compositors," and be established to protect the wages of labour, agreeably to the provisions contained in the London scale of prices (agreed to by a conference of master printers and compositors in 1847), the scale of prices regulating news and parliamentary work, and such customs and usages as belong to the profession not directly mentioned in the said scales.

Management.

2. The management of the society shall be vested in a committee, who shall be answerable for their actions to general and delegate meetings of the members. There shall also be a treasurer, secretary, assistant secretary, stockholders, and auditors.

Place of Business.

3. That the place of business of the society shall be 3, Raquet Court, Fleet Street, (or any other place which may be determined upon by the members in meeting assembled,) where shall be provided necessary books, &c., for the transaction of the business of the society, a circulating library for the use of members at their own residences, a library of reference, a news room, a committee room, a smoking and cooking room, &c.

Departments.

4. That the jurisdiction of this society shall extend within a radius of 15 miles from the General Post Office, and to all places where London prices are paid (see also rule 5), and shall be divided into the following departments:—

a. The book department: to consist of all journeymen employed in offices where book-work and jobbing are done, and to be under the guidance of these rules.

b. The news department: to consist of all journeymen employed on daily, tri-weekly, bi-weekly, and other newspapers or publications paid according to the recognized scale for newspaper work. To be under the guidance of these rules and also the rules of the news department. (Appendix A.)

c. The society house, news room, and library department, under the control of the trade committee: to consist of the members of the book and news departments, master printers, overseers, and managers of printing officers, readers, apprentices over 18 years of age, and honorary members. (Appendix C.)

Admission and Subscription.

5. That every compositor of fair character, now working as a journeyman,* or who may hereafter prove his right to work as a journeyman, either by privilege,† seven years' indenture, or clear card of membership from a recognized society, shall be eligible as a member, and shall pay weekly, or at most every fourth week, the following subscriptions:—

When members are out of work, or earning less than	15*s.*	- -	2*d.* per week.
15*s.* and under	20*s.*	- -	3*d.* ,,
20*s.* ,,	25*s.*	- -	4*d.* ,,
25*s.* ,,	35*s.*	- -	5*d.* ,,
35*s.* and upwards		- -	6*d.* ,,

Every member to be furnished with a printed card of membership, on which shall be written his name, number, and date of entry, which card shall be renewable annually to those who are clear upon the society's books at the close of the year. Any member being 13 weeks in arrears shall

* *Definition of journeyman*—A compositor not having the recognized power of engaging and discharging compositors.

† *Definition of privilege*—A compositor's eldest son can serve without indenture, but must prove that he has served seven years to the business.

be excluded. Members working in offices where there is no delegate or clerk, or where the subscriptions are not regularly collected, must pay to the secretary their liabilities at least every four weeks, otherwise the maximum subscription (6*d.* per week) will be charged.

Entrance Fee.

6. That every compositor on becoming a member shall pay the sum of 5*s.* as an entrance fee, half at least on entrance, and the remainder within three months. Weekly subscriptions, according to rule 5, to commence from the date of the first instalment of the entrance fee. Members on payment of half the entrance fee shall be furnished with a temporary working card, and be entitled to all the privileges of the society, except borrowing books from the library. Any member not paying the second instalment of the entrance fee within the specified time shall be excluded and forfeit all monies previously paid; but such member may appeal to the committee, who, if sufficient proof be adduced of inability to conform to the rule, shall have power to direct the excluded name to be re-inserted upon the books, and allow further time for such member to pay the remaining instalment. Journeymen of less than three calendar months, or who have not worked in that capacity, either in town or country for the same period, shall not be called upon to pay the admission fee; but at the time of entry shall purchase a copy of the scale, as also the journeymen's report on the scale—price for both, 9*d.*

Members leaving the Business.

7. That members leaving the business, or falling sick, shall send immediate notice to the secretary, or be rated in arrear and excluded, as provided by rule 5. Members giving notice of leaving the business will on their return be admitted free; but if absent more than three months, the date of their entrance will only appear from the time of their re-entry.

Appointment of Delegates.

8. That prior to the first Tuesday in January, April, July, and October, delegates in proportion of one for every six members shall be appointed in each office; where the number of members is less than six, one shall be delegated.

Duty of Delegates.

9. That the duty of delegates shall be to attend all delegate meetings which may be held during the period of their office. They shall, at the quarterly meetings held in the months of January, April, July, and October, elect six chapels, from each of which shall be sent a member to form the committee; and shall also elect two members as auditors of all the accounts of the society, including departments, for the current quarter—one of whom shall be chosen from the auditors of the previous quarter. All applications for extraneous grants shall be referred to them; but in no case shall money be voted unless due notice has been placed on the business paper convening the meeting. Nor shall they, in any individual case, have power to grant a larger sum than 30*l.* (except for purposes immediately connected with the society), or finally decide any matter involving a regular charge upon the income of the society, without a ballot of the membbers. A report of the proceedings of the committee shall be submitted to them; the nature of the most important questions adjudicated upon, with the decisions; together with an account of the receipts and expenses and the auditor's report thereon. The decisions of the delegates shall be binding on the whole of the members. (See rules 22 and 23.) The delegates shall give a report of the proceedings of the meetings to their chapels at the earliest opprotunity after such meeting.

Conduct of Meetings.

10. The following shall be the order of discussion at the society's meetings:—All motions and amendments shall be presented in writing, and delivered to the secretary immediately on being seconded. When a proposition is duly moved and seconded, no other motion shall be in order, except to adjourn, to postpone, to refer to a committee, to divide the question, or to amend; and these motions shall have precedence in the above order. The motion to adjourn shall be decided without debate. When an amendment is proposed, no other amendment shall be in order until it be disposed of, except to amend the amendment, which must be disposed of before any other amendment to the amendment can be received. If the first amendment be carried, the amended motion becomes the question, and any further amendment may be moved; if the amendment be negatived, then another may be moved. All questions shall be put to the meeting first in the affirmative, then in the negative (unless the affirmative obtain an undoubted majority), except when various sums, times, or names, are placed in competition. The mover of any original proposition, but not of an amendment, shall have a right of reply; but no other member shall be allowed to speak more than once on the same motion, unless to call attention to a point of order, or permission be given to explain; but every amendment renews the right of each member to speak. Questions of order shall be decided by the chairman; but in case of an appeal from his decision, duly seconded, the party appealing and the chairman shall each be allowed three minutes to explain, after which the chairman shall put the question in this form:—"All in favour of sustaining the decision of the chair." "All opposed to that decision." In filling up blanks, the largest sum and the longest time shall be put first. All cases not provided for above shall be decided according to rules in common use.

Constitution of the Committee, &c.

11. That the committee shall consist of 12 members, appointed according to rule 9, who shall have worked not less than five consecutive years in London as journeymen and have been members of the society for a like period. They shall continue in office six months, retiring by rotation, two on the last meeting night of each month, but eligible for re-election. And on or before the last Tuesday in the month immediately preceding the quarterly meetings, chapels desirous of being represented on the committee shall notify the same to the secretary. The names of the chapels so nominated shall (together with the names of the chapels remaining on and retiring from the committee) be printed, in the order in which they are received, on the business paper of the quarterly delegate meeting; and from the list so printed the delegates shall elect six chapels to send representatives to serve on the committee for the ensuing six months; no chapel being eligible to send members to serve thereon for more than two consecutive periods of six months. In the event of there being less than six chapels on the list, the remainder to be nominated by the delegates. The treasurer may attend the meetings of the committee, and be a member *ex officio*. The news monthly committee shall also have the right of sending two representatives. Seven shall form a quorum. Any member quitting the office which appointed him to his duties shall cease to serve, and another member must be named by such office to act in his stead. Each member of the committee to be allowed 2*s.* per meeting from the funds of the society.

Duties and Powers of the Committee.

12. That the committee shall meet every Tuesday evening, or oftener, if necessary, at the society house, at half-past 8 o'clock, to consider and decide upon all cases of dispute, and answer all questions submitted by chapels or individual members, respecting the prices and customs which may arise in the book trade, and for the general control and management of the society. They shall be authorized, in cases of emergency, to call in all requisite assistance, to open and maintain correspondence with the different typographical societies, transmitting or receiving any information necessary. The decisions given shall be binding upon every member, subject to appeal to a delegate or general meeting.

Committee not to levy extra Subscriptions.

13. The committee shall not levy extra subscriptions, nor permit any to be levied without the sanction of a general or delegate meeting (subject to the provisions of article 9), which they shall have the power of convening at their discretion; and shall refer any such question to the consideration of the said meeting.

Duties of Chapels.

14. That it shall be the duty of each chapel to appoint one of their members as a collector, to gather the subscriptions from every journeyman or member employed in the office or chapel, which subscriptions he must pay to the secretary of the society weekly, fortnightly, or monthly, according to the decision of the chapel. The collector shall give to the secretary a list containing the number of the card and the name of each member in alphabetical order when practicable, appending under the respective dates the amount of the weekly subscription, according to the scale in rule 5, receiving in return, at the time of payment, a printed form of receipt, signed by the secretary.

Arrears.

15. Any member refusing or neglecting to pay his liabilities monthly (four weeks) upon being applied to by the collector, shall not be allowed to pay (for each neglect) any other subscription than the maximum one, the same as for members who neglect to make a similar payment to the secretary. In case the payment of subscriptions be neglected in any office for two months, the secretary shall write to the father, notifying such to be the case, and requesting the attention of the chapel to the matter.

Chapels requiring the Advice of the Committee.

16. That chapels requiring the assistance or advice of the committee shall cause at least two representatives to attend personally upon them, for the purpose of giving to the committee all requisite information. On the decision being given, the chapel or member receiving the same shall communicate the result to the secretary within a fortnight, or be fined 1*s.*

Power of Committee to summon Members.

17. That should any trade dispute or other matter requiring investigation arise in any chapel, the committee shall be empowered to summon members to give an explanation. Members neglecting or refusing to attend, after having been summoned by the secretary, shall be fined 1*s.*, and an order shall be issued to attend the next meeting, which, if also neglected, he or they shall each be fined 1*s.* 6*d.*; and a final notice shall be sent by the secretary to the chapel, stating that if no explanation be given, the office will be reported by the committee to the next delegate meeting.

Members to give Notice of Encroachments.

18. That any member working in an office where there is any encroachment made, or about to be made, on the authorized customs or regulations of the trade, shall give information respecting the cause of such encroachment to the secretary, or be fined 1*s.*

Remuneration to Members.

19. That the committee may, in the event of any dispute affecting the scales or customs of the London trade, require men to give up their situations, and, until a delegate or general meeting of the trade be called, temporarily forbid members doing any work not paid according to scale. Any member thus relinquishing his situation shall receive, weekly, a remuneration according to his subscription and the duration of membership, viz.:—

a. Those who have paid for the last 13 weeks' employment not less than 4*s.* 7*d.* shall receive 25*s.*
b. „ „ 3*s.* 8*d.* „ 20*s.*
c. „ „ 2*s.* 2*d.* „ 15*s.*
per week for 10 weeks, which payments shall be prolonged one week for every six months' membership, until an eligibility of 26 weeks be proved, which shall be the maximum period allowed for remuneration.
d. Members of less than three months' standing shall receive compensation according to the decision of the committee.

That in the event of a strike-hand obtaining partial employment, and earning less than 33*s.*, that sum shall be made up, always providing that a member cannot receive from the society more than the full strike pay. The weekly subscriptions to be paid to the society by the strike-hands according to the amount received. Any member making a false return of his earnings, and thereby receiving more money then he is legally entitled to, shall be punished according to the discretion of the committee. The benefits of this rule shall only be awarded to such members as are directed by the committee to give up their situations. Members unjustifiably discharged, or who have made a sacrifice on behalf of the society, when proved to the satisfaction of the committee, shall be remunerated as the committee may determine.

Benefit to unemployed Members.

20. That any member who shall have paid 13 weeks' subscription to the society during the last 12 months, and who may be out of work, shall, upon inserting his name in the call and unemployed claimant books, be entitled to payments of money not exceeding 6*l.* 10*s.* in one year, subject to the conditions and provisions laid down in Appendix B.

Admission to Meetings.

21. That any member appointed to attend delegate meetings shall present to the doorkeeper a document containing his name and office, signed by the father, and show his card of membership for the current year. Admission to general meetings shall be by each member producing his card of the current year.

Questions adjudicated upon not to be re-opened within Six Months.

22. That all questions settled by a general or delegate meeting or ballot of the members, shall not be allowed to be re-opened within six months from the date of such decision; the course allowed by the following rule to apply only to subjects not so settled.

Requisitions for Special Meetings.

23. That upon a requisition being presented to the committee, signed by one hundred members who are less than six weeks in arrear, and not more than ten members from any one house, a general or delegate meeting shall be called to decide any matter which the said hundred members may deem it expedient to submit. The resolution submitted for consideration to be printed with the paper convening the meeting; the decision given being conclusive and binding on the whole trade. Each member signing the requisition shall deposit in the hands of the secretary the sum of 6*d.*, which shall either be paid over to the funds of the society or returned, according to the vote specially taken at the meeting convened.

Re-admission of Members.

24. That any member excluded for nonpayment of arrears, may be re-admitted by paying the entrance fee (5*s.*).

Compositors who have violated the Society's Rules.

25. That compositors who have violated any of the society's rules, and are at present working, or may hereafter accept a situation, in any house closed by order of a delegate or general meeting, or who have knowingly accepted work at less prices than those warranted by the scales or customs of the London trade, shall only be admissible on the payment of such an entrance fee as the committee may determine. Any compositor wishing for admission under any of the foregoing circumstances, must deposit the sum of 5*s.* with the secretary previously to applying to the committee for a card of membership. Should his application be granted, the deposit shall be an instalment of the entrance fee; but if rejected it will be returned. The entrance fee adjudged by the committee must be paid by a per-centage on the wages earned—not less than five per cent. should the amount be over 1*l.*; but if the said per-centage be not regularly paid, the secretary shall summon the member to appear before the committee. If the entrance fee is 1*l.* or under, the fee must be paid within a period of three months from the date of application; but if an extension of time is required, owing to non-employment or sickness, an application must be made to the committee at least one week before the expiry of the three months, otherwise all monies paid in part will be forfeited, and the admission declared void. In all cases the current subscription, according to rule 5, must be paid. When one half the entrance fee is paid, a temporary working card shall be given, which will entitle the holder to the privileges of the society house—that is, the use of the reading rooms and kitchens, and signing the call book.

Members not to accept Situations of doubtful Character.

26. That no member shall accept a situation in any office, the character of which is either unknown or doubtful, without first inquiring of the secretary; and if found acting contrary to his instructions, shall be fined the sum of 2*s.* 6*d.* for each offence.

Loss from Fire.

27. That should any member of this society suffer loss from fire, in the printing office where he is employed, by the destruction of his apparel, sticks, galleys, &c., he shall receive compensation according to its extent, as proved to the satisfaction of the committee, provided that no more than 1*l.* be paid as an indemnification for such loss.

Turnovers.

28. All persons known by the name of "turnovers" shall be re-bound to an employer by means of a legal or

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written witnessed agreement; and unless this agreement be produced at the completion of their servitude, they shall not be admitted to this society, without the sanction of the committee.

Signature of Secretary to Petitions.

29. That in order to protect the chapels and members from imposition, and to secure attention to the claims of those who have contributed to the society, the secretary shall append to petitions, raffles, &c., of members who have fallen into distress, through sickness or non-employment, a certificate of the membership of the petitioner and the date when such membership commenced; in all cases the date of entrance on the current card to be considered as the date when membership commenced. A like certificate shall be appended to petitions from the friends of deceased members. Members or others receiving the certificate of membership shall deposit with the secretary 5*s.*; and produce two balance sheets of the receipts and expenses of such benefit within four months after it has taken place, together with the names of such offices or individuals as have (after application) made no return, in order that they may be posted in the society house; or, in the event of noncompliance with the above provision, such deposit will be forfeited.

Travelling Cards.

30. That any member desirous of leaving London, provided he is clear on the books, shall be, after three months' membership, entitled, upon application to the secretary, to a travelling card. Should any member of twelve months' standing require assistance to enable him to leave London, he shall, on giving a day's notice to the secretary, receive with the travelling card a gift of 5*s.* Should the member receiving the gift return to London within three months from the date of leaving, then such gift to be returned at the rate of 1*s.* in the pound earned or received, and until this be repaid a clear card shall be withheld; but the absence of such clear card shall not invalidate his claim to the benefit of the call and unemployed claimant books, subject to the following exceptions: Should any member, under pretence of leaving London, draw the card and relief, and fail to do so, or if he leaves and returns within one calendar month, then he shall forfeit his claim to the benefit of the call and unemployed claimant books until he shall have returned the amount of the gift, as well as have paid a fine of 5*s.* The proof of having left London shall be the signatures of the secretaries of the towns through which the holder of the card may have passed. Only one card shall be granted during twelve months. Should a member return to London, and again require a travelling card, the card he had previously deposited shall be returned to him. Travelling cards to be, with the consent of the committee, renewable. Members holding travelling cards must see their returns made, either to the London society, according to rule 5, or to the society of the town in which work may be obtained. In all cases the holder of a travelling card must pay the subscriptions of the recognized society in whatever town he may obtain work. A member obtaining employment in a provincial town, and leaving such town within twelve months from first obtaining work, shall withdraw his London card. The date of entrance of members exchanging a London travelling card for a London working card shall be the same as that on the working card previously exchanged for the travelling card, although the subscription shall have been paid to a country society.

Tramp Relief.

31. Compositors from the country, in possession of a travelling card of any society recognized by the Provincial Typographical Association, shall, on application to the secretary, be entitled to receive 5*s.* relief. Compositors returning to London with a London card, after six months' absence, shall be entitled to the same benefit. Should, however, the applicant arrive on Saturday, then an additional 1*s.* 6*d.* shall be given; but should work be obtained in London, then the above relief shall be returned at the rate of 1*s.* in the pound earned. Only one relief to be given in twelve months.

Temporary Working Card.

32. That in every case where a London or recognized society's card is presented, a three months' temporary working card shall be given in exchange; such card not to be exchanged for the current year's card until all dues on such have been liquidated.

Members neglecting to pay Advances.

33. Should any member holding the temporary working card be unable, through partial or non-employment, to repay the sum advanced within six months, then an application may be made for a renewal of such card. But should a member, when able, refuse or neglect to pay within the prescribed period, he shall be excluded, and only allowed to re-enter on condition of his paying the forfeited gift (if any) and the entrance fee.

Arrangement of Society House.

34. That the society house shall be divided as follows:—The north basement, a smoking room; the south basement, kitchen and lavatory; the north parlour, as a committee room for general purposes, which may also be used by the members as a conversation room (in this room shall be kept the "call and unemployed claimant books," for the unemployed members to enter their names); the south parlour, the library and assistant secretary's room; the first floor, the secretary's and trade committee rooms; the second floor, the reading and news room; the third floor, assistant secretary's private apartments.

The committees of the "Widow, Orphan, and Nominee Fund," and the "Compositors' Permanent Sick Fund," to be provided with accommodation for the transaction of their business, free of expense.

Conduct of Members.

35. That all persons frequenting the society house must conform to the following regulations:—

a. Members or visitors must not loiter at the door of the society house, in the court, or it its entrance.

b. That any member being drunk or disorderly, or creating a disturbance in the society house or in the court in which it is situated, shall, on report of such disturbance being made to the committee, be fined a sum not exceeding 5*s.* and shall not be eligible to the benefits of the society house and library until the fine is paid, and on a repetition of the offence shall be excluded, and not again admitted without the sanction of a general or delegate meeting. At any time when required, the members present are to assist the secretary and assistant secretary in maintaining order.

c. Compositors from the country cannot be allowed the use of the society house unless their cards are deposited with the trade secretary; every such person who misconducts himself, by drunkenness or otherwise, on the society's premises, or in Raquet Court, will be reported in the Provincial Typographical Circular.

d. That no intoxicating drinks shall be allowed in any of the rooms open to the members.

Call Book Regulations.

36. That the call book shall remain open from 9 o'clock a.m. till 10 o'clock p.m., in which unemployed compositors holding clear cards of membership, as well as those holding temporary working cards, may insert their names in numerical order, subject to the following rules:

a. That at half-past 10 o'clock each morning the names on the book the previous day shall be called over (by a member appointed each day by the members present whose names appear on the book) in numerical order, and, on answer being made, shall be inserted in the current day's list in like order. Should, however, any member wish to sign prior to half-past 10 o'clock, he shall place his name at the end of the preceding day's list, which shall be considered as equivalent to his presence on his name being called.

b. That any member writing another member's name on the books shall forfeit his own position as well as that of the person for whom he signs. This not to include the writing of names when called over at half-past 10 o'clock.

c. Any member being intoxicated on the society's premises, his name shal be erased from the book for that day.

d. No member to be allowed to sign the book when in work, or unless he be in a position to accept work. Sick members able to visit the society house, but not able to accept work, to be exempt from accepting calls, and to have the privilege of continuing their names on the book.

Regulations with respect to Members who have signed the Call Book.

37. That the following are the regulations of the call book with respect to members who have signed :

a. All "calls" for workmen received at the society house shall be given to the members whose names appear first on the current day's list, at half-past 10 a.m., 2 p.m., and 6 p.m.; but "calls" with the word "immediate" appended shall be attended to the moment they are received.

b. Any member whose name appears on the call book must accept whatever "call" may come to his name in numerical order, or have his name erased from the book for the day.

c. Employers, overseers, or their agents, may choose workmen from the list, irrespective of the position in which their names may appear on the book; but the members so chosen may, if they think fit, refuse such employment, unless of those present they are first in order on the book.

d. Any member obtaining work by "call" from the society house, if such work last but a day, shall, on its completion, place his name at the bottom of the list.

e. Any member obtaining employment through personal application or otherwise (not being a "call" from the book), shall not lose his position therein, unless employed or having work to go to at half-past 10 the following morning.

f. Should any member after having obtained a "call" forfeit such by neglect or irregularity, he shall be suspended from the benefits of the call book for one month.

g. All members sent from the society house shall bear a document signed by the secretary, certifying the bearer to be the person attending in obedience to the "call," unless the person applying for workmen shall accompany the members sent.

Casual Engagements.

38. Members called in to assist in the composition of bookwork or jobbing, may take a casual engagement for not less than a day on the establishment, but not of greater length than a fortnight; at the expiration of which they must either be paid upon the piece or, if not discharged then, be entitled to a fortnight's notice.*

Establishment Hands.

39. That members engaged on the establishment shall not receive less than 33*s.* per week; and, if employed on weekly papers, not less than 36*s.* per week, for which payment they shall not attend any number of hours exceeding 10½ in each day; the time of commencing and finishing to be the same each day.

Piece Hands and Farming.

40. That members in offices shall not be called off the piece to be put on the establishment for any description of composition, unless engaged for at least a fortnight, according to the terms in rule 38. Nor shall any member contract, by way of farming, to do any description of jobbing or book work, or accept an engagement on any such work so contracted for.

Annual General Meeting.

41. That in the month of February in each year a general meeting of the members shall be held, at which a report of the proceedings of the society during the preceding 12 months, together with a printed balance sheet of the receipts and expenditure, shall be read. At this meeting members shall be elected to fill the following offices :—

1. The treasurer;
2. The secretary;
3. The assistant secretary;
4. The stockholders.

Duties of the Treasurer.

42. The duties of the treasurer shall be to receive and deposit in a bank named by the committee the monies received on behalf of the society, including the departments, over and above that required for the current expenses (the same being paid in the names of the treasurer and secretary and a member named by the news department), and shall attend at the end of each quarter to count the money in the hands of the secretary when the balance is struck. As soon as the available funds shall amount to 400*l.* the committee, if they consider it advisable, shall direct 300*l.* to be invested in the names of the stockholders, the treasurer always reserving 100*l.* to meet the calls of the society. He shall attend all purchases and sales of stock on behalf of the society, be at liberty to attend every meeting of the committee, sub-committees, departments, and trade, and be considered a member of such meetings *ex officio*; for which services he shall receive the sum of 5*l.* per annum.

Duties of the Secretary.

43. The duties of the secretary shall be to enter in a suitable ledger the number and names of the members, in full, and place against such names the monies paid by each person respectively, and the times at which such monies were paid; and he shall be prepared, on the Thursday after the first Saturday in every month, to lay before a sub-committee (to be appointed by the trade committee) his ledger and accounts and produce the bank-book for their inspection. He shall receive and answer all correspondence; prepare the drafts of the reports to be submitted to the members at general and delegate meetings, whether annual, quarterly, or special; keep the minute book of the committee, and enter therein an abstract of the statements made by the employers and journeymen respecting the subjects under consideration, communicating to the parties concerned the result of the deliberations of the committee in every case they have been called to adjudicate upon; he shall be under the sole direction and control of the trade committee; shall attend all their meetings, and of any sub-committee or delegation from the trade committee, unless specially directed otherwise; and be the reputed owner of the society's property in all cases requiring the aid of the law; shall attend to the business of the society from 10 to 2 and from 4 to 6 o'clock every day; on Monday evenings from 8 till 10 o'clock, and on Saturday evenings from 7 till 9 o'clock; during which hours, with the exception of from 4 to 6 o'clock on Saturdays, he shall receive the subscriptions of the members of the book department, and transact the general business of the society, and attend every Saturday from 4 till 6 o'clock to pay the unemployed claimants: for which services he shall receive the sum of 2*l.* 5*s.* per week, without extras.

Duties of the Assistant Secretary.

44. The duties of the assistant secretary shall combine those of librarian and housekeeper; and during office hours he shall render the secretary such assistance as he may require; shall receive and pay over to the proper claimants the petition fund money that may be paid to him; and shall give a written report (once a week) to the committee as to the state of the society house, and conduct of members using the same: for which services he shall receive 36*s.* per week, and be provided with apartments, coals, &c., in the society house.

The Stockholders and their Duties.

45. The number of stockholders to be elected at the annual general meeting shall be regulated by the amount of the society's funds, three being appointed in reserve, who shall be called upon to serve in the event of a vacancy occurring by death or otherwise. The duties of the stockholders shall be to purchase or transfer any stock which the committee may direct (the bank warrant being delivered to the secretary immediately after such transfer or purchase). When the committee decide that a sum of money shall be invested, three of the stockholders shall purchase government stock to the amount named; but in no case shall any three have more than 600*l.* standing in their names; and in case of death, leaving the society, or removal to the country, of any member in whose name stock is standing, it shall be transferred to the name of one of the three stockholders appointed in reserve. Any change in the stockholders shall be notified at the next quarterly delegate meeting.

Collecting Book, Counterfoil, and Ledger.

46. That a chapel clerk (or other person paying money to the secretary) be required to sign his name on the "counterfoil" at the time of payment; and that the "collecting book," "counterfoil," and "ledger" shall agree in

* The object of this rule is to discountenance the right of an employer calling in assistance for a few hours, and paying for that assistance at 6*d.* or more per hour. The compositor must be engaged at per day, and paid at least 6*s.* for each 10½ hours' work or attendance when the number of days does not extend to an entire week. A compositor under this rule is not bound to go parts of two days to make up one, but must be paid for the first as a day, whether it be a full one or not, unless he be employed the entire of the following day. A compositor, however, is not prevented from accepting less than a day's employment, if paid by scale for what he composes.

their totals. The following to be the form of the "collecting book":—

No. of Card.	Name.	Arrears.	May 1865.				Arrears paid.		Total paid.		Arrears due.	
			6	13	20	27	s.	d.	s.	d.	s.	d.

Collecting Books to be deposited every Two Months.

47. That the "collecting books" of each chapel be deposited with the secretary at least once every two months, for the purpose of entering the weekly subscription in the "ledger."

Counterfoil and Ledger to be compared once a Month.

48. That the "counterfoil" and "ledger" be compared, once a month, by a sub-committee (viz., two members of the trade committee); who shall be required to make a report to the trade committee in the following week.

Alteration of Rules.

49. That the rules of the society shall be uniformly observed, and in no instance be altered without the sanction of a general or delegate meeting of the department to which the alteration may refer. Notice of any alteration to be given to the committee of the department to which such alteration may refer, and printed for the consideration of the members previous to the meeting being held.

APPENDICES.

A.—News Department.

1. That on the first Saturday evening in each month, at eight o'clock, a committee shall meet for the consideration and adjudication of all questions connected with newspapers, and for granting remuneration to persons engaged in disputes that may arise in the newspaper department, or that have received the sanction of the committee. This committee shall be constituted as follows:—

a. Of a delegate from each morning and evening newspaper, elected to serve not less than seven months; to go out by rotation, eligible to re-election.

b. Of a delegate from each weekly or other newspaper.

c. Of two members of the trade committee; and the news committee to have the power of sending two newsmen to the meetings of the trade committee.

A delegate not being present at eight o'clock to be fined 6*d.*; if not present at half-past eight, 1*s.*; and if absent at nine, 2*s.* 6*d.* All such fines shall go to the funds of the society. Each committee-man present shall be allowed 2*s.* as remuneration.

2. That this committee (or the secretary in cases of emergency) shall have the power of calling single or double delegated special or general meetings, whenever such meetings may be considered necessary, and have the entire control over all matters affecting this department, and the monies paid by the members, the surplus of which shall be deposited in the bank in which the society keeps its current account through its representatives, according to rule 42. The monies of this and the book department shall be considered as the monies of the society, and no expenses shall be allowed or drafts issued upon the bank without the order of each of the committees.

3. That a compositor employed in the news department shall be annually appointed secretary and trustee at a general meeting of newspaper compositors, whose duty shall be to transact the ordinary business of this branch of the society, and for which services he shall receive the sum of 16*l.* per annum.

4. That a delegate or delegates be appointed by and from the monthly committee (the number to be fixed at their discretion) to represent the news branch at all general and delegated meetings of the book department; and that the expenses incurred for the loss of time be defrayed out of the funds of the society.

5. That the foregoing laws of the book and news departments shall be observed in every particular by both, and in no instance shall be allowed to be altered, unless with the sanction of a general or delegated meeting of the department to which the alteration may refer. Notice of any alteration to be given to the committee, and printed for the consideration of members previous to the meeting being held.

B.—Rules governing the Claims of unemployed Members.

1. That every member of the society shall be entitled, when unemployed, to an allowance in each year of not less than 5*l.* 4*s.*, *i.e.*, from October to March inclusive, five weeks at 8*s.* per week.; and from April to September inclusive, eight weeks at 8*s.* per week.

2. That at the close of each half-year, when the funds of the society shall amount to 4,000*l.* the benefits to unemployed members shall be increased 2*s.* per week for the same period.

3. That no person can claim the unemployed allowance who has not been a member for 12 consecutive months previous to his application, who is in the receipt of money from the society as a strike hand, or who does not produce a satisfactory document that he is eligible to receive the same in accordance with rule 5.

4. That every person claiming the above specified benefit shall insert his name in the call book, and also in the unemployed claim book kept for the purpose at the society house, and sign his name once each day, between the hours of 10 and 1 o'clock. The number of entries to be cast up each Saturday, and only those paid for which appear in the books. Each signature to be rated at 1*s.* 4*d.*, when the funds of the society are under 4,000*l.*; and when above that amount, at 1*s.* 8*d.* Should any member sign the books for another, such signature will be considered invalid; and the member so signing (if on the books), and the member for whom such signature is made, will thereby forfeit the claim of the day, subject to appeal to the committee.

5. That any claimant obtaining partial employment during the week in which he signs the call and unemployed claim books, and earning (or receiving) 2*s.*, but less than 10*s.* or 12*s.* respectively, shall have such sum made up to him upon producing the signature of the father of the chapel where he was employed to that effect, the terms of rule 4 being complied with, so as to render him eligible to to the amount claimed.

6. That the secretary shall have full power to refuse payment to any claimant who is not sober at the time he applies for the same; or on receiving a declaration signed by any member of the society, as to the claimant's ineligibility to receive the benefit. The cause and circumstances of such refusal shall be laid by the secretary before the committee at their first meeting; and if the statements are not proved to their satisfaction, the member shall receive the allowance according to the rules.

7. That any member losing his situation, whether casual or otherwise, from neglect or irregularity, or being, through intemperance, unable to work when required, or in any way imposing upon the funds, shall be suspended for such time as the committee may determine.

8. No member to be entitled to benefit when unemployed unless he has previously paid 13 weeks' subscription during the last 12 months.

9. That any member who shall refuse to accept, or shall not use his best endeavours to procure, employment shall be suspended from benefit for such period as the committee may determine. Every claimant to be in a position to take work should it be offered him. Any member being intoxicated on the premises, to have his name erased from the books for the day, and the circumstances reported to the committee.

10. Any member objecting to the decision of the committee shall have the right of appeal to the next quarterly delegate or general meeting of the trade society, whose decision shall be final.

C.—Society House, News Room, and Library Departments.

1. That the members eligible to the use of the society house, news room, and library be those mentioned in the general rules (4 *c.*) under the following regulations and terms of admission:—

a. Admitted free:—Compositors holding clear cards of membership, donors of books of the value of 5*l.* and upwards, and such others as the committee may from time to time determine.

b. On payment of 2*s.* per quarter, or 6*s.* annually:—Master printers, overseers or managers of printing offices, and readers.

c. On the payment of 1*s.* per quarter, or 3*s.* annually:—Apprentices exceeding the age of 18, subject to the regulation of the committee.

2. That all members of country recognized societies, who have deposited their travelling card and taken out a temporary working card, shall be entitled to the use of the reading rooms and kitchen only.

3. Each visitor, when required, must produce his card of admission, or otherwise satisfy the secretary, assistant secretary, or members of the committee.

4. That the society house and news rooms shall be open for the admission of members from 9 a.m. till 10 p.m. The library shall be open for the issue and reception of books from 10 till 2, and from 4 till 6, from Monday to Friday; on Monday, Tuesday, Wednesday, and Thursday, from 8 till half-past 9; and on Saturday from 10 till 2, and from 6 till 9.

5. That the news room shall be furnished with such newspapers, magazines, chess, draughts, &c. as the committee shall from time to time determine. (Discussion and loud talking are strictly prohibited.)

6. The backs of all books in the library shall be numbered, and inside each the following label pasted, the rules of which shall be binding upon all borrowers.

Library of the London Society of Compositors.

1. This volume may be borrowed for 14 days; if detained longer than that time, a fine of 3*d.* will be incurred for each week or portion of a week; 1*s.* 6*d.* to be the limit of fines on any one volume or work borrowed at one time.
2. No member against whom there may be any unpaid fines will be entitled to borrow from the library.
3. No member will be allowed more than one work from the library at a time.
4. If by accident a volume shall be damaged, the borrower must make good the same, to the satisfaction of the librarian or committee.

7. No new work shall be renewable until it has been 12 months in the library, such work containing a label to that effect.

8. Should a volume or work be lost, notice must be immediately given to the librarian, and the book be replaced within three months from the time of borrowing.

9. *Librarian.*—The duties of the librarian will be to keep, or cause to be kept, an account of all books lent, with the names and addresses of the borrowers. In the event of a work being detained over two months, he shall send notice to the borrower, and if not then returned, he shall report the same to the committee. He shall keep a separate account of receipt and expenditure of library and news-rooms, and also a book in which shall be entered all books added to the library, specifying whether donations or purchased under a trade grant; receive and answer all correspondence in connexion therewith, revise the books in the library as to their condition, &c. annually, at a time appointed by the committee; report the same to them, and perform all other duties which may come within the jurisdiction of the librarian.

10. All books, magazines, &c. shall be marked with the society's stamp. Newspapers or periodicals must not be taken from the reading room. Books of reference can be seen on application to the librarian, but must not be taken from the society house without his sanction.

11. Any member desirous of borrowing a book must provide himself with a library card, for which 1*d.* will be charged (to be renewed annually); and on first taking out such card must purchase a copy of the catalogue, for which 4*d.* will be charged. The librarian shall enter on the card the date and number of book at each time of borrowing; such card to be deposited with him until the book is returned. Each volume borrowed must be returned within the specified time, and in event of renewal, the book must be produced. Should any borrower cease to be a member of the society, his card will become forfeited.

12. The trade committee shall have power to alter and amend these rules from time to time as they may see fit, subject to the approval of a general or delegate meeting.

D.—Scale for Parliamentary Work.

1. That all work for either House of Parliament, such as reports, minutes of evidence, &c., as well as reports of royal commissions of inquiry, whether manuscript or reprint, leaded or solid, to be charged at 6½*d.* per 1,000, including english and brevier; and always to be cast up according to the type in which it is composed. Tables to be charged 1*s.* 1*d.* per 1,000.

2. That all works not intended for either House of Parliament, but executed for the public departments, to be paid according to the scale for book-work, with all the extras.

3. That private parliamentary bills be charged 7*d.* per 1,000, and table matter in them at 1*s.* 2*d.* per 1,000.

This article does not interfere with those bills in Parliament which are of the regular size, and for which a stated price is paid. (See page 19, book scale.)

4. That pica or any other type as a standard is in opposition to the practice of the business, and in no case to be admitted; but all reports, minutes of evidence, accounts, appendices, &c., are to be cast up according to the type in which they are composed.

5. That pages consisting of two or three columns with one or more headings, or three or four columns without headings, to be charged as tabular, or one and one half common matter.

6. That pages consisting of four or more columns with one or more headings, or five or more columns without headings, to be charged as table, or double the price of common matter.

7. That when short pages occur in a series of tables, to be charged as full pages; but where a table or piece of table occurs in a report, &c., to be charged only the depth of the table, measuring from the head to the conclusion of the table. The same rule to apply to tabular.

In a series of tables all pieces of pages left blank are charged as table; in jobs or works consisting of plain matter, where tables or tabular matter are introduced, whatever blank occurs is considered as common matter; unless the table or tabular matter forms more than three-fourths of a page, in which latter case the page is charged as a full page table or tabular, as the case may be.

8. That all headings to table or tabular matter, when in smaller type than the body of the table, to be charged extra.

9. Pages consisting of four or five blank columns to be charged tabular; but when the columns are six or more, to be charged table, cast up to the size of the type used in the reports or bills in which they occur.

10. When blank forms are used by themselves, detached from any bill, &c., to be charged as pica table or tabular, according to the number of the columns, as specified in resolution 9.

11. Plain matter divided into two columns to be charged not less than 1*s.* per sheet.

12. All read-over pages (as in Dr. and Cr. accounts of two pages), where one page only is tabular or table, the same charge to be made for both pages, and in no case shall read-over pages be charged less than tabular.

13. Side-notes of "broad quotations," and not exceeding five lines per page, in quartos and folios, to be charged 1*s.* 6*d.* per sheet; in "double narrows," not exceeding five lines per page, 2*s.* per sheet, throughout such report, appendix, &c., excepting when pages comprising the whole width of the page (including the space for side-notes) shall occur; all above that proportion to be paid *ad valorem.* Where double side-notes occur in a page, to be charged double the above sum.

Reports, minutes of evidence, and appendices are all cast up separately, and take only the extras which strictly belong to them. Thus, if a report, &c., have side-notes, and the appendix is without side-notes, no charge is made on the appendix for side-notes.

14. Where two bottom notes, or one note of 20 lines occur in a report, bill, appendix, &c., a charge of 1*s.* per sheet to be made throughout such report, bill, appendix, &c.,; all above to be charged according to their value.

N.B—The foregoing regulations are applicable solely to parliamentary work.

E.—Chancery Cases, &c.

By an arrangement agreed upon at a conference of master printers and compositors—confirmed by a special general meeting of the society on the 6th instant (January 1858)—the scale for Parliamentary work is now the recognized standard for charging bills and claims in chancery.

The trade committee directs that all similar work for either of the courts of law or equity should be charged at the same rate as chancery cases, in conformity with the resolution of the special general meeting of the 20th of November 1857.

By order of the trade committee,

H. Self,
Secretary.

Raquet Court, Fleet Street,
April 1866.

VI. Amalgamated Society of Engineers, &c.

Rules of the Amalgamated Society of Engineers, Machinists, Millwrights, Smiths, and Pattern Makers; being an amalgamation of the societies of the above-named branches of trade. Established January 1st, 1851. Rules revised at Manchester, May 16th, 1864.

"ALL MEN ARE BRETHREN."

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PREFACE.

"UNITED WE STAND—DIVIDED WE FALL."

The Amalgamated Society of Engineers, Machinists, Millwrights, Smiths, and Pattern Makers, is established to promote the interests of the above-named branches of trade; and although objections are sometimes raised against "trade societies," and charges made that they are monopolies and unjust restrictions, those who experience the great benefits they confer can fully appreciate their general usefulness. Every artizan following a given occupation has an interest in common with those similarly engaged in forming rules by which that particular trade should be regulated; and the constitution thus set up is available for the assistance of men out of work, for the support of sick, infirm, superannuated, and disabled members, and for giving aid to the families of those who die. It is essential that such societies as this should contain, if possible, all those who are engaged in the same calling, or, at all events, the greatest possible number of those that can be induced to combine. For members of a trade, working together in large numbers who by their daily intercourse are made acquainted with each other's circumstances, and who are cognizant of much of the misery which is necessarily attend nt on a precarious employment, would be inhuman indeed if they did not unite to relieve the distresses of their fellow-workmen, who are often placed in circumstances in which they cannot help themselves.

We are ready to admit, that whilst in constant employment our members may be able to obtain the necessaries of life; but there is a fear, and by no means a groundless one, that employment may not be constant. The merest circumstance in the commercial world may influence the condition of thousands of working men; and when thrown out of employment, all a man's arrangements of a domestic nature are subverted, and his hopes of being enabled by his own frugality to improve his social condition are proved only to be a dream. The amalgamated society offers a guarantee against most of the evils resulting from man's precarious condition. There is nothing novel in its constitution; but as through it one code of rules and one constitution regulate the entire body of the trade, there is every probability of a harmony of proceeding, and a beneficial result to its endeavours.

Our object is not to do anything either indiscreet or illegal; but if constrained to make restrictions against the admission into our trade of those who have not earned a right by a probationary servitude, we do so knowing that such encroachments are productive of evil, and, when persevered in unchecked, result in reducing the condition of the artizan to that of the unskilled labourer, and confer no permanent advantage on those admitted. It is our duty, then, to exercise the same care and watchfulness over that in which we have a vested interest as the physician does who holds a diploma, or the author who is protected by a copyright.

These are some of our reasons for establishing a general society of the many that previously existed. By it we hope to protect our interests more effectually, and confer greater advantages than is possible by any partial union. Our members know the practical value of association, and have manifested their attachment to it. By association we acquire the discipline which allows as to act together, and the patience which enables us to wait for results. Organization gives to men a special character, and is a source of strength: it keeps them compact, and concentrates their efforts towards one end, whilst without it they are both weak and ineffectual, exercising no influence over their own future condition.

We direct our attention, then, to this institution, as the only safeguard of our interests, the only protection of our trade; and, in return for the many benefits it confers, it behoves us to devote our whole energy to its advancement, and take every opportunity of making it known and appreciated by those whose interest and duty it is to belong to it. If we do this, we may leave to a future generation not only a trade, but the means of conserving its best interests, until some more general principles of co-operation shall be acknowledged in society, guaranteeing to every member the full enjoyment of the produce of his labour.

PREAMBLE.

The object of this society is to raise from time to time, by contributions among the members thereof, funds for the purpose of mutual support in case of sickness, accident, superannuation, emigration, for the burial of the members and their wives, and also for assistance to members out of work.

It shall be called and known by the title of the Amalgamated Society of Engineers, Machinists, Millwrights, Smiths, and Pattern Makers, and consist of members belonging to the following trades or branches:—Smiths, fitters, turners, pattern makers, millwrights, machine-joiners, planers, and borers, employed in the machine and steam-engine business; also shipsmiths.

For the benefit of its members, it shall be divided into branches, which shall be appointed in such numbers and districts as may be deemed necessary, in conformity with the rules provided for that purpose. Every branch of this society shall appoint its own officers, and conduct its own business, in the manner set forth in the following rules:—

RULES, &c.

Rule 1.

1. *Government, and number of officers. 2. Mode of electing officers. 3. Officers' allowance, and number of members allowed in a branch.*

1. Each branch of this society shall be under the government of a president, and such other officers as the rules point out. The number of officers in each branch shall be regulated as follows:—Branches not having more than 20 members, to have three officers, viz., president, secretary, and

check-book keeper. Branches having over 20 and not more than 40 members, four officers, viz., president, secretary, check-book keeper, and doorkeeper. Branches having over 40 and not more than 100 members, five officers, viz., president, vice-president, secretary, check-book keeper and doorkeeper. Branches having 100 and not more than 150 members, six officers, viz., president, vice-president, secretary, check-book keeper, money steward, and doorkeeper. Branches having more than 150 members, seven officers, including assistant-secretary. Branches having more than 100 members may have an additional door-keeper, if necessary.

2. Officers shall be elected in the following manner: — If more than two persons be nominated to any office, the votes shall be separately taken; the two having the greatest number of votes shall be again put to the meeting, and the one having the majority shall be duly elected.

3. All officers in branches numbering less than 50 members shall be allowed the sum of 4*d.*, and officers in branches numbering 50 members and upwards shall be allowed the sum of 6*d.* for their attendance on branch meeting nights. No branch of this society shall consist of more than 300 members, unless by consent of the executive council.

Rule 2.

1. *Election of president, vice-president, and assistant secretary.* 2. *Mode of changing officers.* 3. *Members refusing to accept, and members exempt from serving office.* 4. *Fines for refusing to accept office.* 5. *Duty of president and vice-president.* 6. *Meeting for election of officers and assistant secretary, and fine for non-attendance.*

1. The president and vice-president of each branch, and —in branches numbering 150 members and upwards—an assistant secretary, shall be chosen by a majority of the members present at the general summoned meetings in March, June, September, and December. No member shall be elected as president, vice-president, or assistant-secretary who has not been in the society twelve months successively, except in new branches.

2. No member can be elected to office if 10*s.* in arrears. The new officers shall be elected one month before they enter on the duties of their office. No officer shall nominate his successor, but only give his vote.

3. Any member present, being proposed and seconded, and refusing to stand his nomination, shall be fined 6*d.*, unless he can show a reasonable cause for such refusal. Members will be exempt who are above 50 years of age, or who reside three miles from the club house. The president shall, before any member is elected, ask the secretary if the candidate is 10*s.* in arrears.

4. Any member refusing to accept office after his election shall be fined 1*s.*, but any member having served office, or paid the fine, shall not be liable to be re-elected for a period of twelve months, unless all the members have refused, when he shall be again liable to nomination, and the fines inflicted, until the branch be furnished with officers.

5. The president and vice-president shall preside over all the meetings of the branch, and see that the business is conducted with propriety and order. The president shall not be allowed to vote on any question affecting the government or business of his branch, unless there be an equality of votes, when he shall give a casting vote. On all general questions submitted to the votes of the members throughout the society, the president will be entitled to vote; but on no occasion can he give two votes. The vice-president—in branches not having an assistant secretary—shall take the minutes of the business transacted at general meetings, which shall be signed by the president, who shall read, or appoint a member to read, the correspondence of the past fortnight. Should it happen that the president or vice-president, or both, are absent, their offices shall be filled by election from the members present. The assistant secretary—in those branches having one—shall take the minutes of all general meetings, and read the correspondence of the past fortnight. The president, vice-president, or assistant secretary not attending in time shall be fined 6*d.*; and being absent the whole evening shall be fined 1*s.*, unless a satisfactory reason be assigned.

(The asterisks or small stars in the members' contribution cards shall answer for a summons on the nights for election of branch officers, except at the general summoned meeting night in December, when they shall be summoned by circular).

Rule 3.

1, 2, 3, 4. *Election of secretary and his duties.* 5, 6, 7. *Quarterly and yearly accounts.* 8. *Obtaining situations.* 9. *Secretary resigning.* 10. *Salaries.*

1. The secretary of each branch shall be elected annually, by ballot if necessary, on the meeting night for the election of officers in December, except in foreign branches, which must elect the secretary and referee so that their names shall be forwarded in time to be issued with the list of corresponding officers for the ensuing year. The secretary shall have been in the society two years successively (except in new branches) before he can be elected to the office. No member shall be elected as secretary who keeps a public or beer house.

2. The secretary shall attend the meetings of his branch, and on the general meeting nights he shall enter all contributions, and sign the members' contribution cards. He shall keep the accounts of his branch in a clear and intelligible manner, and keep all documents, accounts, books, and papers belonging to his branch in such form, manner, and place as the branch may appoint, and shall conduct such correspondence as belongs to his office; the same to be read up each meeting night. He shall read up the names of excluded members for three successive meeting nights, and he shall furnish the president with a programme of the business to be brought before the meeting, as far as may be practicable.

3. The secretary shall see to the payment of members who are entitled to travelling relief, donation, sick, superannuation, or funeral benefit; and he must deduct all arrears due from members declaring on benefit, and on the following meeting night shall enter the amounts so deducted in the contribution book, and in the members' contribution cards. He shall fill up all clearances and travelling cards, and shall write out credentials for executive councilman, stating the sum he is entitled to per day as wages, and the length of time he has been a member of the society, also credentials for a delegate, unless the secretary be appointed to either of these offices, in which case the credentials must be signed by the president. The secretary shall summon committee, special, and general meetings, and shall take the minutes of committee and special meetings, which, with the minutes of general meetings, shall be authenticated by the signature of the chairman.

4. The secretary shall give notice to all members who are 18*s.* in arrears where it is practicable. He shall attend to the vacant book, if under his jurisdiction, and transact any other business that belongs to his office. He shall also write to the general secretary not later than the second day of each month, and oftener if men are wanted, reporting the state of trade in his district, the number and branches of trade of the members out of employment, and the members in receipt of benefit, and shall state if there is a probability of men being wanted.

5. The quarterly accounts shall close on the last meeting nights in March, June, September, and December. The secretary shall prepare a report at the end of each quarter, containing a detailed account of the income and expenditure, as set forth in the forms provided for the purpose; the total amount of arrears, with the average per member, on the last meeting night of the quarter; the number of members in the branch; the names of all who have been excluded, with the causes of such exclusion; and the number and names of those who have been admitted as members during the quarter, together with other information as to age, trade, married or single, &c., so that such information may be inserted in the general registration book for the purpose of reference, for superannuation, or otherwise. He shall in like manner prepare a yearly report, ending on the last meeting night in December. Each quarterly and yearly report shall be audited by the two officers appointed by the branch for that purpose. For neglecting any of the above duties the secretary shall be fined 2*s.* 6*d.*

6. The secretary shall send in the quarterly and yearly accounts, duly signed by the auditors, to the general secretary within 14 days of the close of each quarter and year, or be fined 5*s.* And if he sends a fraudulent report, he shall be fined the sum of 1*l.*

7. With the yearly report he shall send the whole of the auditors' names for the year, so that they may be published with the branch accounts. He shall also send, within the first 15 days of December, the names and addresses of the secretary and referee appointed for the ensuing year, the address of the club house, and nights of meeting. For neglecting any of these duties he shall be fined 2*s.* 6*d.*

8. Should it be necessary for any secretary or other member to absent himself from his employment to obtain men to fill situations which may be vacant, he shall be remunerated at the rate of wages he is then receiving; such expenses to be submitted to the first meeting of the branch for its approval or otherwise. Any member imposing on the society in reference to these expenses shall refund the money improperly obtained, and be fined 5*s.*

9. Any secretary resigning shall, if possible, give to his branch one month's notice of his intention. Any secretary's conduct being found unsatisfactory by a summoned meeting of the branch convened for that purpose by the president,

committee, or referee, shall be liable to be removed from office upon receiving notice from such summoned meeting, and shall deliver up, immediately on demand, all books, papers, and other property of the society to the trustees of the branch. No secretary shall be allowed to act either as treasurer or trustee of his branch, neither shall he, under any circumstances, draw money from the treasurer for the purpose of paying members or otherwise; and in no instance shall he receive his salary until his books have been audited and found correct. The auditors shall then make out an order on the treasurer for the amount, which shall be according to the following scale:—

10. *Scale of Secretaries' salaries.*

	£	s.	d.
For 10 members - - -	1	5	0
15 „ - - -	1	8	0
20 „ - - -	1	13	0
30 „ - - -	2	1	0
40 „ - - -	2	13	0
55 „ - - -	3	6	0
70 „ - - -	4	0	0
85 „ - - -	4	14	0
100 „ - - -	5	5	0
120 „ - - -	6	0	0
150 „ - - -	6	15	0
180 „ - - -	7	12	0
220 „ - - -	8	10	0
260 „ - - -	9	7	0
300 „ - - -	10	4	0

No secretary shall be paid for more than 300 members.

Branches having an intermediate number of members, the salaries shall be paid in the same proportion; for example,—

	£	s.	d.
For 120 members as per scale - -	6	0	0
150 „ „ - -	6	15	0

Thus, for 135 members, 6*l.* 7*s.* 6*d.* must be paid.

RULE 4.

1. *Election of referee, and his duties.*

1. A referee shall be appointed annually at the meeting for the election of officers in December, whose address shall be sent to the general secretarry within the first 15 days of December. His duties shall consist in answering any communication that may come under his notice, consequent upon the neglect of the secretary in not attending to the correspondence connected with his office; and whenever he receives any such communication, he must submit the same to the following branch meeting, and shall be paid the same as other branch officers. If he neglect any of the duties of his office he shall be fined 2*s.* 6*d.*

RULE 5.

1. *Election of check-book keepers, money stewards and their duties.* 2. *Election of doorkeepers.* 3. *Election of sick stewards, their duties and salary.* 4. *Time of attendance.* 5. *Duty when retiring.* 6, 7, 8. *Auditors and their duties.* 9. *Auditors' salaries.*

1. The check-book keeper and money steward shall be elected from the general summoned meetings on alternate quarterly nights, and shall each continue in office for six months; any member refusing to accept office shall be fined 6*d.* They shall receive and enter in the check-book the contributions of members on regular meeting nights, and shall be answerable for all monies entrusted to them.

On each settlement with the treasurer, the money steward must, before paying him the amount advanced, see that the treasurer's name is signed across the face of each check, and the money steward shall also sign his own name on the back of the check in evidence of the treasurer having been repaid the amount stated on the check.

2. The doorkeepers shall be elected from the members present at summoned meetings, and shall serve for three months. Any member refusing to accept office when elected, shall be fined 6*d.*, unless he has served another office during the past twelve months.

3. Branches shall have a discretionary power as to the number and mode of appointing their sick stewards; any member refusing to accept office shall be fined 1*s.* Their duties shall be to visit the sick at least twice in each week, except in cases where the member is afflicted with an infectious disease, in which case they shall visit his medical attendant. They shall report their visit to the secretary once in each week, and to the branch on the meeting night. They shall be provided with a small book, which must be signed by the sick member each time they visit him; or, if he is not able, by his friends in his presence, and the time he is visited noted therein. They shall pay the sick member as early as possible on Friday evening, unless he reside more than two miles from the club house, in which case he shall not be paid later than Saturday; and for neglecting any of these duties shall be fined 6*d.* The sick stewards shall be paid 4*d.* per week for each sick member.

4. The sick stewards shall attend at the time appointed by each branch on regular meeting nights, and report how they found the sick, or be fined 6*d.*; not attending at all, to be fined 1*s.*, unless a sufficient reason be given to the members on the following meeting night.

5. All officers before going out of office shall deliver up to the new officers all books, monies, papers, receipts, letters, or any other property that may be in their possession belonging to the society. Every member shall be liable to be called upon to serve as steward when he has been in the society six months.

Auditors.

6. Two auditors shall be elected from the general summoned meeting, who shall have been members of the society for twelve months. One only shall retire each quarter. Branches shall elect a provisional auditor every quarter, who shall act in the absence of either of the other auditors.

7. Their duties shall be to audit the income and expenditure of the last quarter, and see that members' contributions are properly entered in the contribution and check books, and that such have been added each night, and correctly transferred, with other income, to the cash book. They shall see that the names are properly transferred each quarter, and the arrears correctly brought forward, with fines and levies (if any) added. They shall examine the expenditure, and insist on receipts for all items paid for parcels, printing, &c. They shall examine the arrears of all who have been in receipt of donation and sick benefit during the quarter, and see if the second clause of fifteenth rule has been in no case violated. They shall examine, and be satisfied that all who have received the superannuation benefit were in every case entitled to do so according to rule. Both auditors must attend during the whole of the audit. For neglecting any of these duties to be fined 2*s.* 6*d.* each. Any auditor neglecting to attend the branch meeting on the night for delivering the report, shall be fined 1*s.*, unless a satisfactory reason be assigned.

8. The branches must be most particular in their selection of auditors, as (if need be) they can arrest all confusion or mistakes in the books, and prevent any fraud being practised upon the society. The president shall read the foregoing clause to the members before the election of auditors, and at the time of delivering their report he shall ask the auditors (who shall be in attendance) if each particular duty therein specified was fulfilled, and whether or not they found the books correctly and intelligibly kept. Auditors shall be remunerated according to the following scale:—

Scale of Auditors' Salaries.

9. All branches having 25 members and under to pay 9*d.* each auditor.

	s.	d.
Above 25 and under 50 - - -	1	2
„ 50 „ 75 - - -	1	7
„ 75 „ 100 - - -	2	0
„ 100 „ 125 - - -	2	4
„ 125 „ 150 - - -	2	8
„ 150 „ 175 - - -	3	0
„ 175 „ 200 - - -	3	4
„ 200 „ 225 - - -	3	8
„ 225 „ 250 - - -	4	0
„ 250 „ 275 - - -	4	4
„ 275 „ 300 - - -	4	8

All branch officers (secretary included), who may be required to attend the auditing of the accounts, shall receive the sum of 6*d.* each for their attendance.

RULE 6.

Election of treasurer, his duties and salary.

1. The treasurer of each branch shall be elected annually on the summoned meeting night for the election of officers in December, and shall be subject to dismissal if he does not give satisfaction to the branch. It is not requisite that he be a member. His duties shall be to pay all cheques signed by the secretary which have the branch seal thereon; but in no case shall he advance money to the secretary, on any cheque presented by him, unless such cheque be signed by the auditors, or countersigned by the president or vice-president; neither shall he pay any travelling relief unless the member applying for it produce his travelling card. He shall advance any sum the branch may deem necessary from meeting night to meeting night; he shall receive such remuneration as may be agreed upon from time to

time by the branch electing him. But no treasurer shall receive more that 10 per cent. per annum, as per scale.

Treasurers' Salaries.

Should any branch require a treasurer, to set apart for its use from meeting night to meeting night the sum of—

£5	he shall be paid at the rate of	£0	10	0	per year.
10	„ „	1	0	0	„
15	„ „	1	10	0	„
20	„ „	2	0	0	„
25	„ „	2	10	0	„
30	„ „	3	0	0	„
35	„ „	3	10	0	„
40	„ „	4	0	0	„
45	„ „	4	10	0	„
50	„ „	5	0	0	„
55	„ „	5	10	0	„
60	„ „	6	0	0	„

Rule 7.

1. *Election and number of branch committee.* 2, 3. *Business and powers of committee.* 4. *Committee allowance.*

1. A committee of each branch composed of free members, except in new branches, shall be elected at the general summoned meeting for the election of officers every three months, to consist of not less than five nor more than seven, exclusive of the president and secretary. All branches having up to 150 members to have five committee men, and all above 150 to have seven, the majority and minority retiring alternately. A majority of the committee shall form a quorum.

2. They shall attend at such time and place as shall be specified by the president, who shall order the secretary to issue summonses for that purpose; they shall be a committee for general purposes, and shall determine anything wherein the society's rules are silent. All minutes passed by the committee must be confirmed or rescinded by the following branch meeting. Should any case come before a branch on which the rules are silent, the case, and the decision of the branch where such occurred, shall be stated in the monthly report, if such decision be approved of by the executive council; the same to be a guide to all other branches. All branches shall be provided with a book in which such decision shall be inserted; the same to be open for the inspection of members on regular meeting nights.

3. All books and accounts belonging to their branch shall be open to their inspection if required. They shall have power to summon any officer or member to attend their meetings, and they shall also have power to call a special summoned meeting of the branch when they deem it necessary; and the minutes of their proceedings shall be signed by the chairman who presides at each of their meetings.

4. They shall attend all meetings at which their presence may be required, or be fined 6*d.*; and shall be allowed the sum of 6*d.* each for attendance. Any member being summoned to give information or evidence before the committee shall receive the same sum as paid to a committee man.

Rule 8.

1, 2, 3. *District committee, their election, duties, and payment.* 4. *The duty and salary of district secretary.* 5. *Branch committee acting as a district committee.* 6, 7, 8, 9. *Central district committees' election, duties, and payment.*

1. In any district where there are more branches than one, a local district committee of seven members shall be appointed, each branch as nearly as practicable, electing an equal number; or one chosen from each branch where there are more than seven branches of the society, varying their branches of trade as much as possible. They shall watch over the interests of the trade, and transact such business as affects the districts generally, but shall not interfere with the business appertaining to any particular branch of the society; and their proceedings shall be subject to the approval of the executive council.

2. The district committee men shall be elected half-yearly, on the nights when the branch officers are appointed, the majority and minority retiring on alternate quarterly nights, subject to re-election. Each branch shall have control over its own district committee members, and be be enabled to remove them if dissatisfied with their conduct. The members of this committee shall be allowed the sum of 1*s.* each for each meeting; and in the event of the place of meeting being two miles or upwards from their residence, they shall receive second-class fare in addition.

3. They shall appoint a president from one of the branches in the district apart from their own body; they shall also appoint one of the committee as secretary every six months, who shall before leaving office convene a meeting of the committee for the appointment of their successors. The president and secretary shall have the power to summon together the committee whenever they may deem it necessary. Members neglecting to attend shall be fined 6*d.*

4. The secretary of each local district committee shall send in a report to each branch in his district every quarter, on or before the night of the election of officers, stating the number of meetings, if any, held during the quarter, and how often each representative had attended; he shall also notify to the branches who have to elect new members to the committee, the night upon which their election should take place. The local district secretary shall be paid the sum of 1*s.* 6*d.* for each committee meeting that he attends.

5. In any locality where there is only one branch, the ordinary branch committee shall officiate as the district committee; the branch secretary shall receive the sum of 1*s.* for his attendance.

6. *Central district committees.*—In those districts where central district committees have been or shall be established by the executive council, the members thereof shall be elected in the same manner, and be subject to the control of their respective branches in the same way as the members of the local district committee. No member shall be elected to the office of central district committee man before being two years in the society, except in new branches.

7. They shall elect from a branch in the district where the meeting is held, a president, apart from their own body; they shall also elect a member of the committee as secretary every six months, if there be sufficient business to warrant the committee being called at the time; but no central district committee shall be convened simply for the election of its own officers; in such cases the officers shall be elected on the next succeeding meeting. They shall watch over the interests of the trade, and transact such business as affects generally the whole of the district from which they are appointed, but shall not interfere with the business appertaining to any particular branch of the society; and their proceedings shall be subject to the approval of the executive council.

8. The secretary shall, at the conclusion of each meeting, report to the executive council the whole of the business done thereat, with the name of each branch represented at the meeting, and the amount paid to its committee man; all expenses to be paid at the conclusion of the meeting by a branch appointed for that purpose in the district where the meeting is held.

9. The central district committee shall be remunerated for each meeting as follows, viz., each country member to receive 3*s.*, and each local member 1*s.*, with second-class fare if residing more than two miles from the place of meeting; and in the event of a member having incurred any loss of time, each committee shall be empowered to pay for such at the rate of wages he would receive if delegated on the society's business in addition to the above sum. If central district committees find it necessary to hold day meetings, they shall be remunerated the same as delegates on the society's business, as per rule 29.

Rule 9.—Executive Council.

1. *Numbers and appointment of executive council.* 2, 3. *Mode of election and qualifications.* 4. *Local council.* 5, 6. *Election of chairman of council, printing committee, referee auditors, and chairman for delegate meeting.* 7. *Appeals and suspensions. Decisions of council, and votes of the members.* 9. *New branches, sectional societies, &c.* 10. *Special auditors, prosecutions, and orders on branches.* 11, 12, 13. *General council meetings, abstract reports, &c.*

1. There shall be an executive council, which shall consist of 37 members, appointed by the following branches:—

Local Members.

London East	January.
Tower Hamlets	„
Southwark 2nd	February.
London North	„
Lambeth	March.
Bermondsey	„
Greenwich	April.
Woolwich 1st	„
Stratford	May.
London West	June.
London East 2nd	July.
Lambeth 2nd	„
Southwark	August.
King's Cross	„
London South	September.
Blackwall	„
Deptford	October.
Woolwich 2nd	„
Bow	November.
Marylebone	December.

H. Rules of Trade Societies and Associations.

VI. Amalgamated Society of Engineers.

The Millwall, Vauxhall, and Battersea branches will elect councilmen alternately in the present order of their names, in the months of May and November in each year.

Provincial Members.

Belfast	1
Dublin and Cork	1
Glasgow branches	1
Dundee, Aberdeen, Edinburgh, and Kirkcaldy	1
Greenock, Kilmarnock, and Dumbarton; and Johnstone and Paisley conjointly	1
Cardiff, Hereford, Newport, and Neath	1
Bristol branches and Gloucester	1
Bury and Bolton branches	1
Preston and Blackburn branches	1
Southampton, Plymouth, Portsmouth, and Hull branches	1
Crewe and Wolverton	1
Ashford and Swindon	1
Liverpool branches and Birkenhead	1
Bradford branches and York	1
Keighley, Huddersfield, Halifax, Cleckheaton, and Rochdale branches	1
Doncaster, Lincoln, Boston, Peterborough, and Granthan	1
Oldham branches and Burnley	1
Ashton, Hyde, Staleybridge, and Stockport	1
Birmingham, Smethwick, Derby, and Nottingham	1
Newcastle branches, Shields, and Jarrow	1
Darlington, Middlesbro', Hartlepool, Stockton, and Sunderland	1
Manchester branches	2
Leeds branches	1
Brighton, Sheerness, and Chatham	1
Sheffield, Worcester, Wolverhampton, and Dudley	1

2. The Manchester branches shall elect their councilmen alternately, in the following order:—The first two councilmen shall be elected by the first and last branches on the list of Manchester branches; the next two councilmen shall be elected by the second and last but one of the branches on the list; and so on, in the same order, until the whole of the branches have made their election.

Branches which have to appoint councilmen alternately shall do so in such manner that each branch will elect a councilman to attend the meetings of the general council in rotation; and the councilman or councilmen from one branch shall not attend two meetings in succession, to the exclusion of another branch.

3. Candidates for the executive council shall have been five years in the society. They shall be nominated two weeks before their election, such nomination and election to take place on general meeting nights summoned for the purpose; the election to be by ballot, if necessary, and in accordance with rule 1. The election to be one fortnight before they enter upon the duties of their office, except in case of any member resigning office, when his successor shall be entitled to take his seat immediately after election.

4. The local council shall consist of the 11 members appointed by the branches of the London district, any one of whom may be withdrawn by a summoned meeting of his branch, if he does not attend punctually to the duties of the office, on notice being received from the council to that effect. Six members of the council shall form a quorum, and shall transact the ordinary business of the society; but in all cases of emergency they shall convene a meeting of the general council.

5. The council shall elect a chairman, apart from their own body, every six moths, from one of the London branches, his qualifications for that office to be the same as that of council members. He shall preside over all council meetings, see that the business is properly conducted, and sign the minutes of each meeting.

6. The council shall appoint three members of the council, in conjunction with the chairman and the general secretary, to superintend all printing, and the purchasing of stationery for the society. They shall appoint a referee to act for their own body, and award him a remuneration for any services he may have performed during the quarter. Branch secretaries shall refer to him when the neglect of the general secretary renders it necessary; the referee to be furnished with a book, in which shall be registered the business he transacts, which book shall be laid before each delegate meeting. They shall appoint a chairman for the delegate meeting. Two auditors shall be appointed alternately by the branches in the London district, to examine the general secretary's books, receipts, &c., and see that they are kept in a clear and intelligible manner, the same to be reported to the council.

7. The council shall decide in cases of appeal; such decision to be final, except in the case of a branch which, being dissatisfied with the decision of the local council, shall appeal to the general council; or in a case where a branch may give notice of its intention to appeal to the delegate meeting, in accordance with the 34th rule. In all cases of appeal to the general council, the members of the local council shall not form part of the general council during the hearing of these appeals, but shall be represented by one of their members, elected by them for that purpose. In any case where a branch appeals to the general council against an order for the suspension by the local council of the said branch, such suspension shall not take effect previous to the appeal being heard, unless the branch has refused to remit equalization or other monies ordered by the executive council in accordance with the tenth clause of this rule, and the first clause of rule 27; in which case the suspension will immediately take effect, notwithstanding the appeal.

8. The council shall determine anything wherein the society's rules are silent; but in no case shall they alter the established rules of the society. The council may consult the members whenever they deem it necessary, on the propriety of raising a contingent fund, a benevolent fund, or a fund for granting assistance to other trades, the same to be raised, only, by a levy on members; those members to be exempt from the payment of levies who are receiving donation, sick, and superannuation benefits, and those members who are not working more than three days per week. No levies to be enforced unless carried by a majority of votes. The council shall, in dispensing the benevolent fund, take into consideration all cases of distress, whether the members on whose behalf the appeals are made be working or not. Colonial and foreign branches shall be allowed to distribute, on their own authority, the amount they subscribe as levies in support of the benevolent fund. In cases where the council require to take the opinion of the members of the society on any particular subject, the majority of votes shall decide; but they shall not take the votes of members on a question of making new, or altering any of the established, rules of the society, unless in cases of extreme emergency, and then only on the authority of the general executive council.

9. The council shall decide upon the propriety of establishing central district committees, and of opening new branches; and they may, on the application of any branch or district committee, appoint a deputation to visit any locality to promote or further the interests of the society. They shall also have power to admit members of sectional societies of trades mentioned in the preamble of these rules, if they apply in numbers of not less than ten at once, and providing their ages do not average more than 30 years. The terms of admission shall be regulated according to the worth of the society per member, including the value of all the society's property.

10. The council shall have power to appoint special auditors to examine the books of any branch of the society, whenever they deem it necessary; and they shall institute legal proceedings against all officers or members who may in any way defraud the society, and against trustees who may refuse to sign and deliver up, to any person appointed by the branch to receive the same, all checks or other documents which may have been entrusted to their care, or which require their signature. The council shall also have power to make an order upon any branch for monies to discharge any bill or debt contracted by the council on account of the society.

11. When it is decided that a general council meeting shall be held, notice of the date of such meeting shall be given (if practicable) in the first monthly report issued after such decision. An abstract report shall be printed within three months after the holding of such meeting; but if no general council meeting be held within 12 months from the issuing of the last abstract report, the council shall publish an abstract report at the expiration of 12 months from the previous issue. Abstract reports shall be supplied to branches in the proportion of one to every two members. The expenses of each member of the council shall be printed in the quarterly report next issued after the holding of each general council meeting.

12. The council shall commence their duties immediately after these rules come into operation, and shall be remunerated for each meeting as follows, viz.: Each local member 1*s.* 6*d.*, and if residing more than two miles from the place of meeting, second-class fare in addition. If it be necessary for the executive council to hold day meetings, they shall be remunerated the same as delegates on the society's business.

13. In the event of the business of the general office increasing so as to require permanent assistance in addition to the general secretary and assistant secretary, the general

council shall have the power to appeal to the members to appoint an additional permanent assistant. The local council shall have the power to appoint temporary and labouring assistance whenever necessary, the latter appointment not to involve an expense of more than 1*l.* per week.

Rule 10.

1, 2. *Election of general secretary and assistant.* 3, 4, 5, 6, 7, 8, 9. *Their duties and salaries.* 10. *General registration book.* 11. *Resignation.*

1. There shall be a general secretary and an assistant appointed by the delegate meeting; but in the event of there being no delegate meeting held in 1867, they shall be appointed by the votes of the members; the election then made to be for three years, unless a delegate meeting be held in the interim, in which case the delegates shall make the appointments.

2. Any member who has been in the society for five years successively, and is not more than 10*s.* in arrear, shall have the privilege of making application for the situation of general secretary or assistant, accompanied with such testimonials of character and ability as he may think proper to furnish. All applicants for the office of general or assistant secretary, must send their original testimonials to the general office. Their application for the office must be made in their own handwriting, and if they desire their testimonials to be printed, they shall be so only at their own expense. The council shall submit the names of the candidates to the branches, and the two having the highest number of votes shall be again submitted to the members, unless one candidate has an absolute majority over all the rest combined.

3. The general secretary and assistant shall be under the control of the executive council, who shall, in case of death, removal, or violation of the rules and regulations of the society, appoint a member *pro tempore*, who shall officiate until the members of the society elect another.

4. The general secretary must be a member who has a full knowledge of the society and its intentions, and be fully competent to correspond with the branches, and give instructions upon any particular subject which may referred to him. He shall devote the whole of his time to the business of the society; shall attend all meetings of the executive council, take a copy of all letters sent to each branch. He shall read over to the executive council all letters received, and copies of answers sent to the various branches.

5. He shall issue a monthly report, stating the condition of trade in each town, as received from the branch secretaries, in accordance with rule 3. Also the decision of any branch upon any case wherein the society's rules are silent, if such decision be approved of by the executive council. He shall, in conjunction with the printing committee appointed by the executive council, cause to be printed with such report everything that may be considered of interest to the society. He shall produce all books and papers belonging to his office to the auditors appointed for that purpose every three months.

6. The general office shall be open from 9 a.m. to 7 p.m., the general secretary so arranging that either he or his assistant shall be present during those hours, except on Saturdays, when the hours shall be from 9 a.m. to 1 p.m. He shall transact such business belonging to the district where the executive council may be held as they may deem necessary from time to time. He shall immediately answer all applications for men from branches, and neglecting to do so within within three days, shall be fined 5*s.* He shall authorize members that are on donation to be removed from one branch to another, where there is a probability of employment, if the local council consider it necessary.

7. He shall compile the quarterly and yearly reports from the returns received from the various branches. Also a return of the number of votes (for and against) upon any subject that the executive council may call for from time to time from the branches, and send a copy of the same to each branch of the society; also a detailed quarterly account of the expenses of the executive council. And every 12 months, from the last meeting in December to the last meeting in December following, a full report of the income and expenditure of the whole society for the past year, with a list of all the club houses, and the dates of meetings inserted therein, for which the members shall be charged 3*d.*, the same to be placed against them as arrears of contributions.

8. He shall send the monthly report within ten days, or be fined 10*s.*; the quarterly report within one month, or be fined 15*s.*; the yearly report within three months, or be fined 1*l.* He shall send the yearly pence cards to each branch at least 14 days previous to the first meeting in each year, or be fined 1*l.* The monthly reports intended for those branches whose reports arrived at the general office after the 4th of the month, he shall send to the referees and not to the secretaries of the branches, in order that the fine may be inflicted. He shall keep all the documents, accounts, books, and papers belonging to his office in such form, manner, and place, as the executive council may point out.

9. The general secretary shall be paid a salary of 3*l.* 10*s.* per week, and shall reside on the premises of the general office, rent free, and be allowed 7*s.* 6*d.* per week for office assistance. He shall be paid the sum of 1*s.* 6*d.* for his attendance at council meetings. And any member on being appointed general secretary or assistant shall be paid the expenses attending the removal of himself and family from the place in which he resides to the place in which the general office is situate. The assistant to be paid 2*l.* 5*s.* per week.

10. A general registration book shall be provided, and kept by the general secretary, in which the names of all the members of the society shall be entered, stating when and where admitted or re-admitted, age, trade, married or not, as the case may be, and whether he has received any part of the funeral money.

11. The general secretary or assistant resigning, shall, if possible, give three months' notice of his intention.

Rule 11.

1. *Branch meetings.* 2. *Time of commencing business.* 3. *Quarterly meetings.* 4. *Box keys, and by whom held.* 5. *For neglecting to furnish keys.* 6. *Security for box if required. Removal of branches.* 7. *Deposit of surplus cash.*

1. A meeting of the members of each branch shall be held every fortnight, for the transaction of the business of the society. All members' contributions must be paid at this meeting, and propositions for new members decided.

2. The business of the meeting shall commence at half-past 7 p.m. All branches above 100 members to close their books at 10 o'clock, all below 100 at half-past 9 o'clock. Branches to have a discretionary power to commence and close sooner or later if these hours be inconvenient.

3. The quarterly meetings shall be held on the first regular meeting nights in January, April, July, and October; the report of the income and expenditure of the last quarter shall be read over by the auditors, and submitted to the meeting. This business to commence half an-hour after the time of meeting. The old and new officers must be in attendance, or be fined 6*d.* each. The retiring president to preside until the quarterly report be received by the branch, the new president then to take his place. Both presidents to be paid the same as other branch officers.

4. There shall be a box provided and kept in the house where the branch holds its meetings if practicable, in which shall be deposited all monies, books, papers, letters, &c., except such as are immediately wanted, or are otherwise deposited; the box shall be secured by three locks, there shall be three locks also to the cash drawer, the keys of which shall be kept by the president, check-book keeper, and money steward. In branches where there is but one steward the vice-president shall be substituted.

5. Should the officers, whose duty it is to hold the keys, neglect to furnish the meeting with their keys, and thereby cause the box to be damaged, such damages shall be repaired at the expense of the officers so neglecting. Any officer whose duty it is to hold the keys of the box, leaving before the meeting is closed, without the sanction of the branch, shall be fined, 6*d.*

6. Each branch must adopt the best means that can be selected in their respective localities for the security of the box and its contents; the landlord or owner of the house in which they are kept shall, if required, give security for their safety; bonds for which may be obtained by application at the general office.

No branch shall be removed from one house to another unless by the consent of a majority of the members present at a meeting specially summoned for that purpose.

7. At the close of each meeting, if there be 20*l.* or upwards in any branch, it shall be banked by the trustees previous to the next meeting night.

Rule 12.

1. *Summoned meetings and residence of members.* 2. *Fines for non-attendance and false apologies.*

1. In cases of emergency, the committee, president, and secretary, or referee, shall have the power of summoning a general meeting of the branch to which they belong, stating the business (if practicable) and the hour of meeting

For this purpose the secretary shall be provided with a book containing the residence of each member. Any member changing his residence, and not informing the secretary on or before the following branch meeting night, shall be fined 1*s.*, unless a satisfactory reason be given.

2. At all summoned meetings the roll shall be called over half-an-hour after the time specified in the summons. Members not attending after being duly summoned—a written or verbal notice being sufficient—shall be fined 3*d.*, except members who hold situations as foremen, or who are over 50 years of age, or who may be working or residing three miles and upwards from the club house, or who may send a satisfactory written or verbal apology. Any member absenting himself before the close of the meeting without leave from the president, shall be fined 3*d.* Any member sending a false apology, or any member knowingly giving a false apology for an absent member, shall be fined 2*s.* 6*d.* Any business transacted at such general or special meeting shall not be binding, unless the members have been duly summoned. The meeting shall strictly confine itself to the objects specified in the summons. The mode of sending summonses to be at the discretion of each branch.

Rule 13.

1. *Scale of entrances.* 2. *Candidates, how proposed; rejected candidates.* 3. *Their age and qualifications.* 4. *Candidates residing more than five miles.* 5. *Candidates members of other trade societies, deaf and dumb, lame, subject to fits, &c.* 6. *Certificate of health.* 7. *Proposers and seconders.* 8. *Admission of smiths.* 9. *Members entering under false pretences.* 10, 11. *Candidates agreed to be admitted; time allowed for admission.* 12. *Members getting married.* 13, 14. *Application for re-admission, and re-admission.*

1. *Scale of Entrances.*

			£	*s.*	*d.*
If not exceeding	25	years of age - - -	0	15	0
,,	26	,, - - -	0	16	6
,,	27	,, - - -	0	18	0
,,	28	,, - - -	1	0	0
,,	29	,, - - -	1	2	0
,,	30	,, - - -	1	4	0
,,	31	,, - - -	1	6	0
,,	32	,, - - -	1	8	0
,,	33	,, - - -	1	10	0
,,	34	,, - - -	1	12	6
,,	35	,, - - -	1	15	0
,,	36	,, - - -	1	17	6
,,	37	,, - - -	2	0	0
	38	,, - - -	2	3	0
,,	39	,, - - -	2	6	6
,,	40	,, - - -	2	10	0

Any person being proposed to become a member of this society shall produce a certificate or other satisfactory evidence of age.

2. Candidates for admission into this society shall be proposed, seconded, and recommended by two members of the same branch of trade, where such is practicable, on a regular meeting night of the branch they apply to, at least one fortnight before admission. The proposer and seconder must be members of the branch in which the proposition is made, and must not have been less than 12 months in the society. Five shillings shall be paid on the night the candidate is proposed, together with 4*d.* for a copy of the rules, and 5*s.* on the night of admission; the remaining portion of the entrance money must be paid within 14 weeks of admission. Every candidate, on being admitted into this society, shall be furnished with an entrance card, on which shall be inserted all sums paid as entrance money. Every person, before being admitted, shall express his concurrence with the rules furnished to him, and shall sign a form of proposition, which will, on application, be given to his proposer by the secretary, containing all necessary particulars bearing upon his fitness to become a member; these forms, together with the registry of birth, medical certificates, and all other documents relating to his admission, to be sent to the general office to facilitate the keeping of the registration book. Rejected candidates shall have the money they have paid into the society returned to them. The proposition forms of rejected candidates, with the reasons stated for rejection, must also be forwarded to the general office.

3. No person shall be admitted a member who is under 21 and above 40 years of age, and who has not worked five years before the age of 21 (unless as per rule 14), excepting apprentices, who may be admitted in the last six months of their time, provided they have, at the time of admission, served five years at the trade. He shall be possessed of good ability as a workman, be of steady habits, good moral character, and earning the ordinary rate of wages of the district in which he may be working.

4. The candidate shall be in attendance the night he is proposed, if residing within five miles of the branch he applies to; should he reside more than five miles from the branch, he will not be required to attend on the night he is proposed, but shall do so on the night the question of his admission is to be entertained, in which case he shall be admitted into the room, and certify to the correctness of the particulars contained in the proposition forms, and shall then retire till the question of his admission is decided upon; every admission to be by a majority of the members present.

5. No person shall be admitted a member who is at the same time a member of another trade society, except in the case of associated trades, formed for their general protection; any member entering any other trade society shall be excluded, and forfeit all he has paid into this society. No person shall be admitted a member who is deaf and dumb, or who has lost a limb, or two whole fingers from one hand, or who is subject to fits; but persons who have lost one eye may, if the remaining one be good, be admitted up to the age of 30 years, but must produce a medical certificate in proof of the soundness of the remaining eye.

6. The candidate shall, before being admitted, if the branch deem it necessary, bring a certificate of health from such surgeon as the branch may appoint, the expenses to be defrayed by the society. If it be certified that he is unfit to be a member of the sick benefit, he may be admitted, and entitled to all the benefits but that of sick, and shall pay into the society the sum of 2*d.* per week less than is paid as full contribution; and when unable to follow his employment through sickness he shall be exempt from payment of contribution altogether. The same examination and conditions shall apply to all those members of societies—not having a sick fund joining this association—who may be certified to possess a constitution unfitting them to be members of a sick benefit; but if at any subsequent period a member, after medical examination, be declared to be of sound health and fit to become a member of a sick society, he shall be admitted to the sick benefit after having paid the full contribution of 1*s.* per week for a period of 12 months.

7. Members proposing or seconding any person to become a member of the society shall do so verbally, and attend on the night he is to be admitted, and give all necessary information regarding his character, &c.; and failing to attend, unless a reasonable excuse can be given, to be fined 1*s.* If the person wishing to become a member of this society did not serve his time at any place where there is a branch of the same, the secretary of the branch he applies to shall write to the nearest branch to where he served his time for information, or a note from his employer, if practicable, stating such servitude. The branch written to shall forward the necessary information as early as possible. None shall be admitted without they can produce satisfactory evidence of their eligibility. Members knowingly proposing and seconding persons for admission contrary to these rules shall be fined 1*l.*

8. Smiths shall be eligible for election who have worked five years at the trade, and are good workmen, and who have earned the ordinary wages of the shop, in an engine or a machine shop, or in ship-building, for at least six months previous to their application for admission.

9. All persons who may be detected of having entered this society without possessing the aforesaid qualifications, or otherwise under false pretences, shall, when discovered, be excluded, and the money they have paid into the funds of the society shall be forfeited.

10. Any person becoming a member of this society shall, on the night of his admission, sign his name in the proposition book, in the column provided for that purpose, and be 12 months in the society before he is a free member.

11. Persons agreed to be admitted shall enter within three months from such time, or forfeit what they have paid, unless they assign a satisfactory reason for not doing so; such cases shall be brought before a committee or general meeting.

12. Any member being single when admitted, and at some future time getting married, he shall be required to give notice to the secretary of his branch within one month, or be fined 2*s.* 6*d.*, and shall have no claim for funeral money for his wife until he complies with this rule by proving his marriage.

13. Any person, having been excluded, wishing to re-enter this society—but not in the branch he was excluded from—the secretary of the branch he wishes to enter shall immediately, if his proposition be accepted, write to the branch he was excluded from, to ascertain why he was excluded, and whether they have any objection to his

becoming a member again; and, before he be admitted, particular inquiry shall be made if he ever defrauded this society, or any of its members, in relation to society matters, or acted in any way contrary to its interests; and in the event of such being proved against him, he shall make restitution to the parties he has injured before he can be re-admitted; or if he ever applied to any other branch for admission, and if so, what branch. If the inquiry be neglected, and the person be allowed to enter without having given satisfaction, he shall be excluded, and the amount he has paid forfeited to the society; and the officers shall also be fined as follows: the president and secretary 2*s.* 6*d.* each—the amount to be paid into the funds of this society.

14. Any person rejoining this society shall occupy a position in all respects as if he had never been a member.

Rule 14.

1. *Admission of members not provided for in rule* 13. 2. *Admission of machine joiners, planers, and borers, and wages to be received.*

1. Any person not having served five years before the age of 21, shall have worked five years successively (planers and borers excepted) at some of the branches mentioned in the preamble of these rules; and shall be proposed and seconded by two free members, at least one month before admission. The decision for admission shall be taken on the last examination. He must be 12 months before he is a free member, and subject in other respects as provided for in rule 13.

2. Planers and borers may become members after having worked seven years at the trade. Machine joiners must be employed in the construction of cotton, silk, flax, or woollen machinery, and they, together with planers and borers, must receive the usual rate of wages paid to the other branches of trade mentioned in the preamble of the rules, in the district where they apply for admission, before they can be admitted.

Rule 15.

1. *Contributions.* 2. *Penalties for arrears.* 3. *Exemptions from contributions; deduction of arrears.* 4. *Fines and levies.* 5. *Contribution card.* 6. *Notice to members in arrears.* 7. *Members in distress.* 8. *Funds, and for what purposes to be applied.*

1. Every member of this society shall pay the sum of 1*s.* per week as contribution, unless otherwise provided for by these rules.

2. Any member neglecting to pay when he is 10*s.* in arrear, he shall be suspended from donation and sick benefit for two weeks after such arrears have been reduced below 6*s.*; and if 12*s.* in arrear, he shall be suspended for four weeks; and if 14*s.* in arrear, he shall be suspended for six weeks; such suspension in all cases to commence from the time he shall have reduced his arrears below 6*s.* But should any member be working or residing three miles or upwards from the meeting house of the branch to which he belongs, he shall not be disentitled to benefit if not more than 14*s.* in arrear, but if not reduced at that time he shall be subject to the same penalties as formerly specified in reference to members in arrear. No member shall be excluded for arrears of contribution before he is free, but shall reduce his arrears below 6*s.* one month before becoming free, or be subject to the same conditions as free members.

3. Free members in receipt of the society's benefits shall be exempt from payment of contributions in proportion to the number of days they may be in receipt of such benefits. Members working three days or less time per week shall be exempt from contributions; and members going to or returning from any of the British colonies or foreign countries shall be exempt during their voyage, provided they are not in receipt of wages, but shall not be entitled to donation or sick benefit. All arrears of contributions shall be deducted from the first benefit the member is entitled to, so that all members shall be clear on the books whilst in receipt of the benefits of the society.

4. All fines and levies shall be brought forward at the end of each quarter, from which time such fines and levies must be considered arrears of contribution. Any member having improperly received any benefit, and not having refunded the same, the amount of such shall, if not paid within 14 weeks, be placed to his arrears of contribution. Any member being supplied with an emblem must pay for the same on delivery.

5. Every member shall be supplied with a card annually, gratis, on which shall be entered his contributions and arrears; any member losing or defacing his card shall be supplied with another, for which he shall pay 1*d.* In any case where members' cards are not produced, the secretary's books shall be held sufficient to decide in cases of dispute. No secretary shall be allowed to take any member's contributions except at the branch meeting; if he do so, he shall be fined 2*s.* 6*d.* Members' cards to answer as a summary for arrears.

6. Where practicable, the secretary shall give all members notice in writing when they are 18*s.* in arrears, and inform them that when they are 26*s.* in arrears they will be excluded; but having once given the necessary notice, no member shall be entitled to a second notice, until after he has reduced his contribution below 6*s.* and again run to 18*s.* in arrear. Any member being excluded from the society for arrears may appeal to the committee of his branch within one month after being apprized of the same, if he give notice to the secretary of his intention to do so.

7. Should any free member be on the point of exclusion, through distressed circumstances, and make his case known to the branch to which he belongs, if he be proved to have been a deserving member, a subscription by the members of his own branch may be made to retain him in the society. No branch shall be allowed to appeal to other branches for subscriptions, or for the sale of ballot tickets, unless by consent of the executive council.

8. The contributions paid by members shall be held for and devoted to the payment of the benefits held out by these rules, and such other objects as the rules contemplate, but no portion of the funds shall be lent to members; and any secretary or other officer of the society who shall so advance any portion of the society's funds shall be held personally responsible, and shall immediately repay the same.

Rule 16.

1. *Vacant book.* 2. *Members attending vacant book.* 3. *Members refusing to work.* 4. *Fine for neglect in case of vacancy.* 5. *Manchester vacant-book keeper; election and salary; referee.*

1. Each branch shall be provided with a vacant book, to be kept as the branch may direct. In towns where there are several branches of the society they may, with the consent of the executive council, have a central vacant book, the expense of keeping the same to be paid by the society. A list of shops shall be kept by the secretary of the branch, except in towns where more than one branch exists, when it shall be left to the discretion of the district committee, subject to the approval of the executive council, how and in what place such list shall be kept.

2. Every member out of employment who is in the receipt of donation, and residing within three miles from the club house, must each day sign the vacant book; but should any member reside more than three miles from the club house, he shall sign every alternate day (Sunday excepted), at such hours as each branch may appoint, but not later than 5 o'clock in the evening; but if any member reside seven miles or upwards from the club house, the regulation of his case shall be left to the discretion of the branch. Any strange member wishing the use of the vacant book shall produce his contribution card, travelling card, or a certificate of membership, before being allowed to do so. No secretary shall be allowed to grant leave to any member to omit signing the vacant book, except to those who are going a distance in search of employment. Any member neglecting to sign as specified shall for each neglect lose his day's allowance, excepting on the usual holidays of the district.

3. If any member refuse to work in a shop where work is offered to him from private objections, he shall be suspended from donation until he obtains employment, except he can show sufficient reason to the committee, or a majority of the members, on the next branch meeting night.

4. Whenever a member knows of a vacancy, or leaves one situation to go to another, or if he give or receive notice to leave his employment, he shall give information to the secretary or vacant-book keeper of the branch to which he belongs within 24 hours, or be fined 5*s.* for each neglect

5. There shall be a central vacant book kept at the society's office in Manchester. The vacant-book keeper shall receive 1*l.* 16*s.* per week as salary, and live on the premises rent free. He shall be allowed the sum of 7*s.* 6*d.* per week for an office messenger. He shall forward to each branch secretary in his district a statement of the attendance of their respective members once a week. He shall keep a correct account of the income and expenditure of the office, the same to be audited by auditors appointed by the Manchester branches alternately, and transmitted to the general office in time for each quarterly and yearly report. He shall be under the control of the executive council, and shall be elected in the same manner and for the same time as the general secretary. Any member on being appointed to the office of Manchester vacant-book keeper shall be paid

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the expenses attending the removal of himself and family from the town in which he resides to Manchester.

The Manchester district committee shall, on or before the 15th of December in each year, appoint a referee for the Manchester office.

Rule 17.

1, 2. *Allowance to members out of work, and amount entitled to in one year.* 3. *Members suspended.* 4. *Members losing employment through disorderly conduct.* 5. *Members to state the reasons of their discharge.* 6, 7. *Members wishing to travel.* 8. *Obtaining employment.* 9. *Power of officers.* 10. *Members discharged through being officers.* 11. *Pattern makers, &c., losing tools by fire.*

1. Should any free member be thrown out of employment, under circumstances satisfactory to the branch to which he belongs, and not disentitled to benefit in accordance with rule 15, or non-free member be withdrawn from his situation by a branch, district committee, or executive council, and continue out for three consecutive days, he shall be entitled to the sum of 10*s.* per week for 14 weeks, 7*s.* per week for 30 weeks, and a further sum of 6*s.* per week so long as he remains out of employment, making a total of 19*l.* 18*s.* in the year.

2. Any member receiving short donation benefit of either 7*s.* or 6*s.* per week shall not be again entitled to full donation until he has worked four successive weeks at the trade, and received the ordinary rate of wages of the shop in which he is employed. He shall not receive more than 14 weeks' full donation in one year, the period to be reckoned back from the time he is in receipt of benefit. A member who has not received 14 weeks of full donation during the year, commencing when he first declared on benefit, but has received a portion of the 14 weeks at different times during that period, shall not be entitled at the end of the year to recommence another full period of full donation, but shall be entitled to as much only as will make the amount he has received within 52 weeks into 14 weeks of full benefit, and on no account shall he receive more than 14 weeks of full donation within any period of 52 weeks.

3. Any free member not disentitled to benefit in accordance with rule 15, being suspended from his employment for six days, and having signed the vacant book, shall be entitled to donation for the full time of his suspension; the suspensions referring only to slackness of work, stock-taking, break-downs, or similar accidents; such period not to include the usual holidays of the district given at certain times of the year.

4. Any free or non-free member losing his employment through drunkenness or disorderly conduct shall not be entitled to donation until he has again been in employment two months at his own branch of trade, at the ordinary rate of wages of the shop he may be working at. Any member being convicted of dishonest practices by a court of justice or a committee of the branch to which he belongs shall be excluded. Should it be proved to the council at any time that such member was falsely convicted, he shall be reinstated in the society by paying the whole of his arrears.

5. To prevent, as far as possible, any member obtaining his donation improperly, he shall state to the secretary the cause of his leaving his employment, so that the case may be laid before the next branch meeting; and if he be found in any way imposing on the society, he shall forfeit his donation, and suffer such punishment as the branch committee consider his case deserves.

6. Any member in receipt of donation wishing to travel, shall make application for a travelling card to the president or vice-president, who shall authorize the secretary to fill up the same in strict accordance with the existing rules for that purpose. The card shall contain the member's name, the amount he has received as donation, and the branch of trade to which he belongs. He shall call upon the secretary of one of the branches at least once in two days, or failing to assign a satisfactory reason for neglecting this, shall be disentitled to benefit for that time. The secretary of the branch at which any member arrives when on travel shall direct him to such place as he considers the member is most likely to obtain employment.

7. Any member with a travelling card stopping in any town where there is a branch of the society more than one day must sign the vacant book, according to the second clause of rule 16, and give up his travelling card to the secretary whilst he is staying in the town. Any non-free member who has paid the whole of his entrance money, and is not more than 6*s.* in arrears, shall be allowed 6*d.* for a bed in each town or city he may travel to; but in towns where there are three or more branches, a bed for three nights.

8. When a member obtains employment, he shall deliver his travelling card to the secretary of the nearest branch within three days from the time he obtains employment, and pay his contributions into that branch; if he neglect to deliver up his card within three days, he shall be fined 6*d.* for each day exceeding that time.

9. A discretionary power shall be vested in the officers of each branch to detain a member on travel for a short time, if they see a prospect of obtaining employment for him, subject to the same conditions as a member in receipt of donation.

10. Any officer being discharged from his employment for holding office, shall be entitled to the wages he was receiving when discharged, until he again find employment; he must attend the vacant book the same as members on donation, and must pay his contributions. In case he obtains employment again, and does not succeed in keeping it for more than one month, to be still entitled to this benefit. He shall also be entitled to receive the expenses of removing himself and family to the place at which he may obtain employment.

Should a non-free member, after having been withdrawn from his situation, again obtain employment, and not succeed in keeping it for one month, he shall be again entitled to his former donation.

11. Any member, being a pattern maker, millwright, or machine joiner, losing tools by fire, shall receive compensation for the loss sustained if satisfactorily proved to the branch committee; such compensation to be the amount required to purchase new tools to replace those destroyed, but in no case shall a greater sum than 5*l.* be awarded. The amount required shall be raised by an equal levy on the registered members of the above branches of the trade. Each branch shall be provided with a registration book, in which the names of those entitled to receive this benefit shall be entered, and in no instance shall any member receive the benefit of this clause unless he be so registered.

Rule 18.

1. *Members sent for in cases of emergency.* 2. *Fine for neglect of duty.*

1. Any secretary on receiving notice from the general secretary, or any of the branch secretaries, or any member or employer, that men are wanted in a particular district, shall, immediately on receiving such notice, send any free members, whom he considers qualified and are out of employment, direct to the district where such men are required; but if it be stated that there are situations vacant for men so sent for, members on benefit shall receive, in addition, the cheapest fare, whether by railway, coach, or steamboat. And in the event of their not obtaining the situations, and they desire to return to the place from which they were sent, their fare shall be paid back. The travelling expenses incurred shall be paid, in addition to the amount of donation each member is entitled to receive in one year, provided he does not receive the fare from the person by whom he is employed. Any free member entitled to benefit shall, if sent to a situation in accordance with the foregoing, be paid his travelling fare, although he may not have been out of employment for three days.

2. Any member on benefit refusing to remove to other places shall be suspended from his donation until the case be laid before the committee of his branch, who shall decide upon his future claim for donation; but should any member receive notice of a situation in any district where there is no branch of our society, and the same be approved of by the secretary (and president, where it is practicable to consult him), such member shall receive the same benefit as members sent for in cases of emergency. Any secretary neglecting to attend to this rule when applied to, shall be fined 5*s.* for each neglect, except a satisfactory reason be assigned.

Rule 19.

1. *Sickness, and what benefits entitled to.* 3. *Examination by surgeon.* 3. *Members making false declaration.*

1. That any free member, except such as are provided for by the fourth clause of the 13th rule, and not disentitled to benefit in accordance with rule 15, when visited by sickness or lameness, (not occasioned by drunkenness or disorderly conduct, or any disease improperly contracted,) must give notice to the secretary, in writing, according to the form placed at the end of these rules, within two days from the time of his indisposition; neglecting to do so, he shall have no claim, only for one day previous to the notice. The secretary shall then order the stewards to visit the sick member, who shall be entitled to 10*s.* per week for 26 weeks, and 5*s.* per week so long as he continues ill. The member, on his recovery, must send notice in writing to the secretary within one day, or be fined 1*s.* No member shall receive benefit for less than three days.

2. If any doubt arise in the minds of the members of the branch to which a sick member belongs, they shall appoint a physician or surgeon to investigate his case, who shall give a certificate as to his state of health; the expense to be borne by the society. Members in arrear of contribution to be subject to the same penalties as those relating to donation. All arrears to be deducted from the first relief the member is entitled to.

3. Any member making a false declaration of sickness shall refund all monies received in such case, and be suspended from all benefits for three months; and if detected a second time, he shall be expelled from the society.

Rule 20.

1. *Members falling sick on travel.* 2. *Members desirous of moving for change of air.* 3. *Remitting sick pay.* 4. *Resumption of full sick pay.*

1. If any member entitled to benefit fall sick or lame on travel, by sending a declaration of sickness to the nearest branch of the society, he shall be relieved in accordance with rule 19. The stewards shall visit the member within 24 hours of the receipt of his notice; but if his case be dangerous, and they are aware of it, they shall visit him without delay, and shall, if the member require it, give notice to his relatives or friends, and, if necessary, he shall be removed to his friends at the society's expense, and then be relieved by the branch of the society nearest to his residence. The stewards to be paid all reasonable expenses for their attendance.

2. Should a sick member's case be such as to require a change of air, the member shall cause to be sent to the secretary of his branch a note in writing from his medical attendant, stating that it is necessary he should be removed to the country; and if the notice be satisfactory to the secretary and sick stewards, he shall be at liberty to go, and they shall likewise have the power to grant him one fortnight's sick pay in advance, if he require it. Should he remain more than a fortnight, the secretary of the branch he belongs to shall write to inform the secretary of the nearest branch to where he has removed, and, if practicable, he shall instruct the sick stewards to visit him and pay him his sick benefit according to rule 19. But in districts where there is no branch of our society, he shall send a note to the secretary, informing him of the state of his health, and shall do so every fortnight that he continues there. The note aforesaid must be signed by a surgeon, or two respectable householders, who must give their addresses.

3. When it is required to remit a member's sick money through the post office, the expense of such order shall be borne by the society. Any sick member who has been in receipt of sick benefit shall, after the conclusion of his year of sickness, not be again entitled to full sick benefit until he has worked one month, and received the ordinary rate of wages, and the year shall begin and end the same as members on donation.

4. No member shall be disentitled to sick benefit although he may have been discharged from his employment through misconduct, and not entitled to donation, providing such sickness was not brought about by misconduct, and that he produce satisfactory medical evidence thereof.

Rule 21.

1. *Members falling sick a second time within twelve months.* 2. *Sick members being out at night.* 3. *Members of societies joining in the amalgamation.*

1. Should any member be in receipt of sick benefit for any length of time less than six months, and recover so as to be able to follow his employment, and again fall sick before the expiration of 12 months from the time he first declared upon the fund, such sickness shall be considered a continuation of his former sickness.

2. Any member while receiving sick relief from this society shall not be allowed to be out of his residence earlier than 6 o'clock in the morning, nor after 8 o'clock in the evening, from the 1st day of April to the last day of September; nor before 8 o'clock in the morning, nor after 6 in the evening, from the last day in September to the 1st day of April, unless the branch decide that the member's case requires an extension of time. Any member acting contrary to the above shall not be paid for that day's sickness; and if any member be seen intoxicated while receiving sick relief from the society, and it be proved to a committee or branch meeting, he shall forfeit one week's sick allowance. Should any member, by persisting in staying out after the proper time, or by other misconduct prolong his ailment or disease, he shall forfeit entirely his claim to benefit for any such ailment or disease. And any member so misconducting himself shall not be again entitled to benefit until he has worked two months at the trade, and received the ordinary rate of wages paid in the shop he may be working at.

3. All free members of societies, not having a sick fund, joining the amalgamation, shall be entitled to sick benefit, excepting those who are considered unfit through having a settled disease; and if any doubt exist, the branch shall have the benefit of a surgeon's certificate, the expense of which must be borne by the society. If any be certified as unfit, they shall pay 2*d.* per week less than the general contribution, and receive all other benefits but that of sick.

Rule 22.

1. *Members emigrating.* 2. *Members returning.* 3. *Opening branches abroad.*

1. When the funds of the society are 3*l.* and upwards per member, exclusive of the amount which may be permanently invested, and there are 7½ per cent. of the members of the society out of employment, all members who have been five years in the society, and are in receipt of donation, if they wish to emigrate, may, by consent of their branch, send their names to the district committee, who shall investigate the circumstances of the application, and if satisfied of the necessity of rendering assistance, shall do so to the extent of 6*l.*, providing the number of members wishing to emigrate in the different branches have been collected and sent to the executive council, and their decision taken as to the number to be sent from each district. The district committee shall have power to draw by ballot the requisite number from the applicants.

2. Any member availing himself of this fund for the purpose of emigration, should he return he shall pay up his arrears of contribution which have become due during his absence, within two months, and be three months before he is entitled to the benefits of the society. Should two years elapse before his return, he shall stand in the same position as members referred to in rule 30. No member to receive the benefit of this rule more than once.

3. That members emigrating to the British colonies, or any other country, where it is practicable, be allowed to establish branches in connexion with this society.

Rule 23.

1, 2. *Benefit to members permanently disabled by accident or other special cause.* 3. *Giving notice of accident, &c.* 4. *Non-free members.*

1. Any free member not more than 16*s.* in arrears, who may by losing a limb, or having one disabled by accident or otherwise, or through blindness, imperfect vision, apoplexy, epilepsy, or paralysis, be rendered permanently unable to follow any of the branches of trade mentioned in the preamble of these rules, provided such was not the result of intemperance, or other improper conduct, shall receive the sum of 100*l.* on the production to the executive council of satisfactory medical and other testimony of such permanent disablement. Any free member being permanently disabled from working at the trade, through any of the afore-mentioned causes, and not having been in the society 18 years, or attained the age of 50, at the time of such disablement, must accept this benefit in preference to any other.

2. Should any free member, meeting with an accident, or being afflicted with any of the afore-mentioned diseases, be so far recovered that he considers himself fit to work at any of the branches of trade mentioned in the preamble, and resume work for some time, but though the effect of the said affliction is compelled to leave his employment, and evidence be given, satisfactory to the executive council, of his unfitness for work at the time, and apparently during his lifetime, the member shall not be deprived of the benefit of this rule.

3. Any member meeting with an accident, or being afflicted in such a manner as would entitle him to the benefit of this rule, shall give notice of the accident or affliction within 12 months of the occurrence, or be disentitled to benefit. The executive council, in all cases, if they consider there is a probability of restoring him, shall have the power to place the member under whatever professional man they may think proper, the expenses to be defrayed from the general fund of the society; and if declared incurable, the benefits shall be paid to him within six months of being so. Any member having received the benefit of this rule, and who is entitled to benefit in case of sickness, may continue to be entitled to sick and funeral benefit by paying contribution at the rate of 6*d.* per week. No member to receive sick benefit for the same complaint which entitled him to the 100*l.*

4. Any non-free member becoming permanently incapacitated from following his employment, through accident

or otherwise, shall have the whole of the monies he may have paid into the society returned to him, and shall then cease to be a member of this society.

Rule 24.

Superannuation.

1. Any member 50 years of age, who has been 18 years successively in the society, and who, through old age or infirmity, is unable to obtain the ordinary rate of wages, shall be entitled to a superannuation allowance (if he applies for it) of 7*s.* per week; and if 25 years in the society at the time he first commences to receive superannuation benefit, he shall be entitled to 8*s.* per week; and if 30 years in the society he shall be entitled to 9*s.* per week until his death.

2. Any member having accepted the benefit of this rule shall not be allowed to work at any branch of the trades mentioned in the preamble of these rules; should he do so, he shall not receive superannuation benefit whilst so employed, but shall pay his contribution of 1*s.* per week. He shall be entitled to superannuation benefit irrespective of any income he may derive from private means, or from any other trade or calling not connected with the society.

3. Any member after having accepted the superannuation allowance, shall never be allowed to receive any other benefit of the society, except funeral money. But should any member 50 years of age, and 18 years successively in the society, be permanently disabled from following his employment through any of the causes mentioned in rule 23, he shall have the choice of accepting either the superannuation benefit, or that relating to accident and funeral money. All members of the society having joined, or who may hereafter join, upon the principle of amalgamation, shall date their entrance from the time they joined their respective sectional societies, and members not already free shall stand in the same position. Each member shall produce the date of his entrance within six months after being called upon by the secretary to do so.

4. From the time when these rules come into operation, all members who are then in receipt of superannuation benefit shall be entitled to the benefit of the scale, *i.e.*, if a member at the time he commenced to receive superannuation benefit had been 25 years in the society, he shall be entitled to receive 8*s.* per week; and if 30 years in the society, he shall be entitled to receive 9*s.* per week.

Note.—For further explanations respecting the superannuated members working at the trade, see the resolution of the delegate meeting in the copy of minutes, pages 128 and 129.

Rule 25.

1. *Funeral allowance, &c.* 2. *Members' wives.* 3. *Notice to secretary.* 4. *Register of death.* 5. *Members dying on travel.* 6. *Appointment of nominees.*

1. On the death of a free member of the society, if not more than 16*s.* in arrears, the treasurer shall pay or cause to be paid, to his widow, nominee, or nearest of kin lawfully appointed to receive the same, on the production of a stamped receipt, the sum of 12*l.* to defray his funeral expenses; his arrears (if any) to be deducted.

2. Any free member of the society, if not more than 16*s.* in arrear, shall, on the decease of his lawful wife, by applying at the time specified, receive the sum of 5*l.*, 7*l.* to remain for his own funeral expenses. But any member having received funeral allowance for a wife previous or subsequent to the amalgamation of the various societies shall not be entitled to receive for any succeeding wife, except in the case of those of members who have only received 3*l.* or 4*l.* for a first wife; they may, if the second wife die, receive as much as will make up 5*l.*, leaving 7*l.* for their own funeral. No member to have more than 12*l.* as funeral benefit both for himself and wife.

3. On the death of any free member or his wife, notice shall be sent within 24 hours to the secretary, who shall visit the deceased, or the surgeon who had attended the deceased, if it be within three miles of the club house, to see if the information be correct; if it be, he shall attend and give his order on the treasurer within 24 hours after such notice is delivered, or be fined 2*s.* 6*d.*

4. If the death of any free member or his wife take place above three miles from the club house, the nearest relation or nominee must send a certificate to the secretary, signed either by the public registrar, surgeon, or justice of the peace, stating the time of death, before the funeral money be paid. The secretary of the branch shall forward the cause of each death to the general secretary, or be fined 2*s.* 6*d.*

5. Should any member, being entitled to the funeral benefit, die when on travel in search of work, and his friends be unable to remove him to his proper home, the officers of his branch, or the nearest branch to where he died, shall cause him to be decently interred, the expenses of his funeral not to exceed 5*l.*; and should his widow, nominee, or next of kin apply for the surplus, it shall be paid.

6. Each branch shall be provided with a declaration book, in which every member can enter the name of the person to whom at the member's death the funeral benefit shall be paid. The particulars of such declaration or registration to be inserted in the clearances of members removing from one branch to another. Any member shall be liberty to change the name of his nominee. Such nomination and change to be in conformity with the 31st section of the Friendly Societies Act, 18 & 19 Vict. cap. 63.

Rule 26.

1. *Banking money.* 2. *Bond betwixt trustees, officers, and members; payment of trustees.* 3. *Suspected banks and power of the executive council.*

1. Each bank shall deposit its money in a public bank, and not in the hands of private tradesmen, private firms, or government securities, except post-office savings banks; the name of the bank to be transmitted to the general office, and entered in a book for reference. All monies in each branch shall be banked in the names of five trustees, who shall be elected on the first general summoned meeting night in December; the signatures of three, at least, shall be requisite to the withdrawal of the same, or any part thereof. Or it may be banked in the names of the officers for the time being, where such is absolutely necessary. Any branch banking its money in the names of trustees, such trustees shall not hold any keys of the society's box. Any branch banking its money in the names of its officers, the branch shall appoint two other members to hold the keys of the drawer, wherein shall be deposited all cheques, banking books, &c. The name of the society shall be given to the bank where the money is deposited.

2. A bond may be drawn up betwixt the trustees, officers, and members of each branch, where such is practicable, whereby the trustees shall not dispose of any of the society's money that may be invested in their names contrary to the true meaning and intent of the society. They shall, at any time when required by the decision of a meeting of their branch convened for the purpose, deliver up all monies, cheques properly signed, books, and other property of the society, to the person or persons appointed as their successors and authorized to receive the same. The trustees shall be paid at the same rate of wages as they are then in receipt of for the time lost in banking or withdrawing money; and should any trustee be out of work at the time, he shall be paid the same as if in work. No landlord of any club house shall be appointed a trustee if treasurer of the branch.

3. Should any bank where a part of this society's money is deposited be suspected of insecurity, the executive council shall have the power to order the branch to withdraw the same forthwith if necessary.

Rule 27.

1. *Equalization of funds.* 2. *Remitting money.* 3. *Officers' neglect of duty.*

1. There shall be an equalization of that portion of the funds of the society which has not been permanently invested every twelve months, immediately after the issuing of the yearly report, in proportion to the number of members in each branch. The executive council shall authorize the debtor branches to pay to the creditor branches the equalization money due to them, within 28 days after receiving the report, in such manner, form, and place as they may think best, and with the greatest security. The executive council shall have full power to cause one branch to remit to another branch, from time to time, whatever sums of money they may deem necessary to meet the expenditure of such branch.

2. All branches who are to receive equalization money must write to the remitting branches, giving the names and addresses of three trustees, so that all cheques may be made payable to them.

3. Officers neglecting the duties contained in this rule, shall be fined 1*l.*

Rule 28.

1, 2. *Members defrauding one another.* 3. *Misapplication of the society's funds.* 4. *Feloniously taking the funds.*

1. Any member receiving money to pay for another member or person proposed or desiring to be proposed to become a member, and neglecting to do so on the first meeting night, shall be fined 2*s.* 6*d.* for such neglect, and be

responsible for the money paid to him and the fines incurred, if any.

2. Should any member refuse to pay money entrusted to him as before mentioned, and the fine, he shall be deprived of all benefit till the same be paid into the society, unless a satisfactory reason be given to the members on the following meeting night.

3. Any member entrusted with money from the funds, and misapplying the same, shall be deprived of all benefit until he has refunded the amount, and pay a fine of 20 per cent. on the sum so misapplied; the money to be paid to the money steward on a regular meeting night.

4. Members feloniously taking the society's funds shall be expelled the society, and prosecuted according to law.

RULE 29.—DELEGATE MEETING, ITS POWERS AND DUTIES.

1. *Delegate meeting.* 2. *Revising committee.* 3, 4. *Delegates how elected.* 5. *Decision of delegate meeting.* 6. *Delegates, their duties.* 7. *Decisions to be published.* 8. *Delegation allowance, &c.* 9. *Delegates losing their employment.* 10. *Special delegations.*

1. There shall be a meeting of each branch of the society specially summoned in September 1867, to consider and decide upon the propriety of holding a delegate meeting on the succeeding Whit-Monday 1868; and if it be decided that a delegate meeting be not held in 1868, then the votes of the members shall be taken on the same question every following year, until a delegate meeting does take place. The executive council shall have power to call an intervening meeting if they deem it necessary, by consulting the members and obtaining a majority of votes in its favour.

2. When it has been decided that a delegate meeting should take place, each branch shall, at a summoned meeting, appoint a committee for the revision of the rules at least five months previous to the delegate meeting; such committee to consist of the same number and receive the same remuneration as the branch committee. Each secretary must send in the propositions of his branch for any alteration, addition, or new law to the general secretary, four months before the delegate meeting. Copies of the propositions shall be furnished to each branch of the society by the general secretary.

3. Branches in the United Kingdom having 80 members and upwards in the yearly report previous to such meeting, shall be entitled to send a delegate. Any two or more branches, whose members conjointly number 100 and upwards, may unite to send a delegate; the arrangements of the districts shall be decided by the council. The branches in the United States of America shall be represented at the delegate meeting at the rate of one delegate for every 1,000 members, and Canada to be represented in the same manner. And the Australian branches shall have the privilege of electing a delegate from any branch in the United Kingdom to represent them at the delegate meeting.

4. Every delegate shall be elected by a majority of the members present at a general meeting summoned for that purpose six weeks before the delegate meeting; no member can be elected to fill this office if more than 10*s.* in arrears; eh shall be nominated one fortnight before his election, and shall have been in the society five years successively, except in new branches.

5. The delegate meeting shall not have the power to make, alter, or rescind any law unless the proposed addition or alteration has been given notice of to the members of the various branches six weeks previous to such meeting, and read over at two regular meetings of the members, and at a general meeting convened for that purpose. Whatever is agreed upon at the delegate meeting shall be binding upon all the members. No delegate meeting shall have the power to abrogate any of the principles of this society, viz., donation, sick, funeral, accident, superannuation, and emigration relief, unless by consent of three-fourths of those members of the society who record their votes.

6. Every delegate must remain at the delegate meeting until the business is concluded, unless a satisfactory reason be assigned to the meeting.

7. A copy of the minutes shall be supplied gratis to each member, containing the resolutions and votes of the delegate meeting; the same to be forwarded to each branch as soon after the meeting as is practicable.

8. Any member delegated on the society's business shall be allowed 5*s.* per day as wages (Sundays accepted); but when any member so delegated is earning more than 5*s.* per day as day-work, he shall be entitled to the same rate of wages as he is then earning; but if a member is travelling to or from the place of meeting, he shall be paid his wages for the Sunday on which he may travel. All delegates shall be allowed second-class fare, and when delegated on business taking them three miles and upwards from their place of residence, they shall receive 7*s.* per day as expenses, Sundays included; but if such delegation be within three miles of their place of residence, they shall be paid 5*s.* 6*d.* per day, Sundays excepted; the account to be sent to the general secretary in time to be published with the following quarterly report.

9. Any member delegated on the society's business, and losing his situation in consequence thereof, shall be allowed the weekly rate of wages he was receiving before his discharge, until he find employment satisfactory to the members of his branch, and shall be paid the expense of removing himself and family to where he obtains employment; and should he obtain employment and not succeed in keeping it for more than one month, he shall still be entitled to his weekly wages; the member to attend the vacant book, or be liable to the same penalties as other members in receipt of donation, and he shall pay his contribution while in receipt of this benefit.

10. No special delegation shall be allowed unless first sanctioned by the executive council, except in extreme cases of emergency. No delegate shall be acknowledged in any locality without he produces a credential specifying the business of his delegation.

RULE 30.

1. *Members leaving Great Britain and Ireland.* 2. *To inform secretary.* 3. *Returning to the United Kingdom.* 4. *Seafaring members.*

1. Should any member leave Great Britain, Ireland, or any colony or foreign state where a branch of the society exists, and his contributions not be paid during his absence, he shall not have any claims upon the society's funds, if more than six months in arrears, until he produce a certificate of health from such surgeon as the branch may appoint, the expenses of the same to be defrayed by the member; he shall then pay up the whole of his arrears, and be one month after such arrears are paid before he is entitled to benefit; but should such member pay, or cause to be paid, his contributions during his absence, in accordance with the second clause of rule 15, he shall be entitled to the benefit of the rules relating to funerals and accidents; and should he return, he will be immediately entitled to all the benefits of the society.

2. Any member going abroad shall inform the secretary of the branch to which he belongs, who shall transmit to the general secretary a statement of the position in which the member stands in the society, the same to be inserted in the general registration book; and members not in receipt of wages going from any of the branches in the United Kingdom to any branch in the British colonies or foreign country, shall be exempt from contributions during their passage, and shall be entitled to benefit on joining one of the branches in such colony or other country.

3. Every member, on his return from abroad, shall make application to the secretary of the nearest branch, who shall write to the general secretary to ascertain his position in the society previous to leaving the country. Members to be exempt from payment of contribution during their passage home, if they are not in receipt of wages during such passage; and on return they shall be allowed three months to pay their arrears of contribution, and be one month after such are paid before being entitled to benefit.

4. Any seafaring free member being shipwrecked while following his employment, if he be not more than 14*s.* in arrears, shall receive donation upon his return, from the time of such shipwreck, providing he is not receiving wages.

RULE 31.

1. *Members' clearances.* 2. *Members to follow their own branch of trade.* 3. *Members visiting other branches.* 4. *Calling on secretary.*

1. Any member working and residing in a locality where there is a branch of the society nearer than that to which he belongs, shall inform the secretary thereof of his being a member, within one month of his commencing work, or be fined 2*s.* 6*d.* The secretary shall write to the branch he came from for his clearance, which shall specify when he entered, his age on entrance, if a free member or not, married or single, the branch of trade to which he has been most accustomed, how much he is indebted, and what he is entitled to; if he be not entitled to benefit, his clearance shall state the reason. All clearances to be sent through the post from one branch to another. The secretary neglecting to attend to this within a fortnight after he has been requested to do so, shall be fined 2*s.* 6*d.* Members in large districts shall not be compelled to remove their clearances from one branch to another in the same district. No member shall be allowed to place his clearance in a branch which numbers

more than 300 members, providing there is a branch in the district having less than that number. Every member on travel in search of employment must produce to the secretary or vacant-book keeper a certificate from the branch to which he belongs, with the branch seal attached, before he can be entitled to sign the vacant book, or be in any way recognized as a member of the society.

2. That all members of this society shall follow as closely as possible that branch of business to which they have been most accustomed: and all branch secretaries are expected to see that this rule is carried out.

3. Any member desirous of visiting a branch to which he does not belong, shall be admitted, but not allowed to take part in the proceedings, unless with the consent of the meeting. Should he misconduct himself, he shall be subject to the penalties contained in the first clause of rule 32.

4. No member to call on or to write the secretary of any branch at the works where he is employed, under a penalty of 2*s*. 6*d*. for each offence.

Rule 32.

Fines for bad conduct in the club room.

Any member causing a quarrel, swearing, or using abusive language, in any of the society's meetings, shall be fined 1*s*. Any member not obeying the president when called to order three times, shall be fined 1*s*.; should he continue disorderly, he shall be expelled the room for that evening, if necessary by force. Any member introducing topics not consonant with the society's business, shall be fined 1*s*. Whenever any motion has been decided upon, no one shall be allowed to speak on the subject any longer. The president and secretary neglecting to levy any of the fines shall be fined 1*s*. each. Any member refusing to pay the fine, or any member conniving at or endeavouring to vindicate the conduct of a member having so offended, shall be fined 2*s*. 6*d*. And if the member's conduct be of a very aggravated nature, the branch shall deal with the case as they may think proper.

Rule 33.

Misconduct of members.

1. If any member censure another whilst out of the society's room, for giving his opinion at any of its meetings, he shall be fined 1*s*. for each offence. Any member upbraiding another for receiving any of the benefits of the society, shall be fined 2*s*. 6*d*. for each offence. Any member divulging anything relating to the society's business, except to a member, shall be fined 2*s*. 6*d*. Should any member strike another, he shall be fined 2*s*. 6*d*. for each offence. Or if any member upbraid another for leaving a situation and returning to it again (if he has done so to the satisfaction of his branch), he shall for each offence be fined 1*s*.

2. Any member being charged with disorderly conduct while on donation or superannuation shall be summoned before the branch or committee, and, if found guilty, be liable to such penalties as the nature of the case demands. Any member finding fault with a member's conduct while on donation or superannuation, and not reporting him to the president or secretary of the branch to which he belongs, shall be fined 1*s*. Any member boasting of his independence towards his employer or employers, on account of being a member of this society, shall, for the first offence, be fined 2*s*. 6*d*.; for the second, 5*s*.; and for the third and every succeeding offence, 10*s*. Should any of the fines be not paid within 14 weeks, the same shall be placed as arrears of contribution.

3. Any member being convicted by a court of justice, shall be liable to exclusion from the society, or such other punishment as the branch to which he belongs may deem fit.

Rule 34.

1. *Appeals of members.* 2. *Charges to be made in writing.* 3. *Appeals of branches.*

1. Any member or members of this society, or persons claiming on account of a member, finding himself or themselves aggrieved, or having any complaint against the officers or members, may apply to the committee for redress. If he or they do not receive satisfaction, he or they may appeal to the next summoned meeting of their branch; if not satisfied with its decision, to have it in their power to appeal to the executive council, if such appeal be made within three months, by giving to the secretary of the branch a written notice of their intention, or in default they shall be fined 2*s*. 6*d*. The council's decision shall be final. The secretary shall furnish no other evidence to the executive council than that heard before the branch, and shall submit the same to his branch before sending it to the executive council.

2. All charges made by one member against another must be made in writing, and if the charge on investigation turns out to be made through malice, or without any foundation, the member preferring such charge shall be liable to exclusion, or such other punishment as a committee of his branch may think proper; and in the event of the member making the charge, or the one against whom the charge is made, not being able to attend, through sickness or other unavoidable circumstance, the investigation shall be postponed until another occasion.

3. Any branch feeling aggrieved with the decision of the local council shall have the power to appeal to the provincial members of the general council, as a court of arbitration, constituted in accordance with the seventh clause of the ninth rule; and if the branch be dissatisfied with the decision of that court, it shall have the power to appeal to the delegate meeting, by giving notice of its intention to do so. But in case of appeal against the decision of the general council, the branch appealing shall only be allowed to appeal after complying with such decision.

Rule 35.

1. *Establishing new branches.* 2. *Definition of new branches.*

1. Any number of persons, not less than seven, who are desirous of forming a branch of this society, and who can be recognized by any of the professions mentioned in the preamble of these rules, must apply to the nearest branch, or to the executive council, and shall state their age, how long they have worked at the trade, their professions, &c. Any branch applied to as above, shall send to the executive council the number of men working at the above-named professions, and all other particulars. Should the council decide that a branch shall be opened at any specified place, they shall adopt such measures as they may think necessary to carry the same into effect. Persons entering a new branch shall be subject to the same rules and regulations as persons entering other branches. The executive council shall decide upon the propriety of continuing branches with not more than five members.

2. Branches which have not been in existence two years shall be considered new branches.

List of Fines.

Rule 2.

	£	s.	d.
Clause 3. Refusing to stand nomination, to be fined	0	0	6
Clause 4. Refusing to accept office after election, to be fined	0	1	0
Clause 5. President, vice-president, or assistant secretary not attending in time, to be fined	0	0	6
Absent the whole night, to be fined	0	1	0

Rule 3.

	£	s.	d.
Clause 1. Secretary not attending general or committee meeting in time, to be fined	0	0	6
Absent the whole night, to be fined	0	1	0
Clause 5. Neglecting his duties, and to send the reports in time	0	2	6
Clause 6. Not sending yearly or quarterly report in time, to be fined	0	5	0
For sending a fraudulent report, to be fined	1	0	0
Clause 7. Neglecting to send his address and that of the referee within the first 15 days of December, to be fined	0	2	6
Clause 8. Charging improper expenses	0	5	0

Rule 4.

	£	s.	d.
Clause 1. Referee neglecting his duty, shall be fined	0	2	6

Rule 5.

	£	s.	d.
Clause 1. Check-book keeper and money steward not accepting office, to be fined	0	0	6
Clause 2. Doorkeeper refusing to accept office shall be fined	0	0	6
Clause 3. Stewards refusing to accept office, to be fined	0	1	0
Stewards not visiting and paying sick members, shall be fined	0	0	6
Clause 4. Stewards not attending in time, shall be fined	0	0	6
Not at all, shall be fined	0	1	0
Clause 7. Auditors neglecting their duties, to be fined	0	2	6
Neglecting to attend to deliver the report, to be fined	0	1	0

	£	s.	d.
Rule 7.			
Clause 4. For non-attendance, to be fined -	0	0	6
Rule 8.			
Clause 3. For non-attendance, to be fined -	0	0	6
Rule 10.			
Clause 6. Neglecting to answer application for men, to be fined - - - -	0	5	0
Clause 8. Failing to send monthly report, to be fined - - - - -	0	10	0
Not sending quarterly report in time, to be fined - - - - -	0	15	0
The yearly report within three months, to be fined - - - - -	1	0	0
Not sending yearly pence cards in time, to be fined - - - - -	1	0	0
Rule 11.			
Clause 3. Old and new officers for not being in attendance, to be fined - - -	0	0	6
Clause 5. Officers with keys leaving the meeting	0	0	6
Rule 12.			
Clause 1. Members not giving their residence or shop, shall be fined - - -	0	1	0
Clause 2. Members not attending summoned meetings, shall be fined - - -	0	0	3
Leaving without the sanction of the president to be fined - - - - -	0	0	3
Any member giving or sending a false apology, to be fined - - - - -	0	2	6
Rule 13.			
Clause 7. Proposer and seconder not attending at the time specified, shall be fined -	0	1	0
Members proposing and seconding persons for admission contrary to rules, shall be fined -	1	0	0
Clause 12. Neglecting to give notice of marriage	0	2	6
Clause 13. The officers neglecting to make the necessary inquiries before the readmission of excluded members, the president and secretary shall be fined each - -	0	2	6
Rule 15.			
Clause 5. Secretaries for receiving money out of branch meeting, to be fined - -	0	2	6
Rule 16.			
Clause 4. Members neglecting to inform secretary of vacancy, &c., shall be fined -	0	5	0
Rule 17.			
Clause 8. Members neglecting to deliver their certificates after obtaining employent, shall be fined for each day - - -	0	0	6
Rule 18.			
Clause 2. Secretaries neglecting to answer applications for men, shall be fined - -	0	5	0
Rule 19.			
Clause 1. Members on recovering from sickness neglecting to inform the secretary, shall be fined - - - - - -	0	1	0
Rule 25.			
Clause 3. Secretary not giving his order on treasurer, to be fined - - - -	0	2	6
Clause 4. Secretaries not forwarding cause of death to general office - - -	0	2	6
Rule 27.			
Clause 3. Officers neglecting their duties, to be fined - - - - -	1	0	0
Rule 28.			
Clause 1. Persons receiving and neglecting to pay the money entrusted to them, to be fined - - - - -	0	2	6
Rule 31.			
Clause 1. Not giving in clearance, to be fined -	0	2	6
Secretary neglecting his duty, to be fined -	0	2	6
Clause 4. Members calling on or writing to secretary at his work, to be fined - -	0	2	6
Rule 32.			
Clause 1. Quarrelling or using abusive language, to be fined - - - - -	0	1	0
Not obeying president when called to order three times, to be fined - - - -	0	1	0
Topics not consonant with business, to be fined - - - - - -	0	1	0
President and secretary not levying the fines, to be fined each - - - -	0	1	0
Members vindicting the conduct of members who have been fined - - -	0	2	6
Rule XXXIII.			
Clause 1. Members censuring another to be fined - - - - - -	0	1	0
Members upbraiding for receiving the benefits, to be fined - - - - -	0	2	6
Members divulging society's business, to be fined - - - - - -	0	2	6
A member striking another, to be fined -	0	2	6
Any member upbraiding another for leaving a situation, to be fined - - -	0	1	0
Members finding fault and not reporting, to be fined - - - - -	0	1	0
Members boasting of their independence, to be fined, first offence - - - -	0	2	6
Second ditto - - - - -	0	5	0
Any succeeding ditto - - - -	0	10	0

VII.—National Flint Glass Makers' Sick and Friendly Society of Great Britain and Ireland.

Rules and Regulations, revised and corrected June 1867. T. J. Wilkinson, C.S.

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RULES.

Name and Objects of the Society.

This society shall be entitled "The National Flint Glass Makers' Sick and Friendly Society of Great Britain and Ireland," and shall be divided into districts, the members of each district choosing their own district officers, who shall fulfil the duties laid down to them in the following rules. The object of this society is to raise by subscription among the members funds for their mutual relief in sickness, when out of employment, or superannuated from old age or other infirmities rendering them unable to work for their own support; to give assistance on the death of a member or his wife; and generally to maintain the status of the flint glass makers of the United Kingdom.

Admission of Members.

1. Every man who has served an apprenticeship to the flint glass making, and is working at the trade, shall be eligible to become a member of this society, by being proposed and seconded by two members of the society,

H. Rules of Trade Societies and Associations.

VII. Flint Glass Makers' Society.

and paying the entrance money at following scales and ages: workmen and servitors 21 years of age, 10*s.*; 25 years, 1*l.*; 30 years, 1*l.* 10*s.*; 35 years, 2*l.*; 40 years, 3*l.*; 45 years 4*l.*; and all above that age to be decided upon by the votes of the trade. Their entrance fee not to be under 5*l.*, or more than 7*l.* Journeyman footmakers to pay two-thirds of the above. No apprentice shall be allowed to enter this society who has more than 12 months to serve; and every apprentice shall be a clear member after paying 12 months' full contributions. The entrance money to be paid up, in all cases, before anyone can be considered and dated as a member. Journeymen footmakers to pay two-thirds of the above. No man to be allowed to enter this society who has not served an apprenticeship to the blowing or press department of flint glass making.

NOTE.—Footmakers can pay full contribution, and receive full benefit, after paying such six months.

ELECTION AND DUTIES OF OFFICERS, &c.

2. That there shall be a central secretary elected annually, by a majority of the votes of the trade, who shall be eligible for re-election, and who shall have the power to nominate a central committee (open to the objection of the trade), in whose hands the executive power of the society shall be vested from year to year, subject to such regulations as shall be hereafter mentioned. The voting for C. S., as on all other trade propositions, shall be carried on by individual voting.

3. That each district shall elect a president, secretary treasurer, and committee quarterly, who shall be eligible for re-election; and that each district be held responsible for the funds of the trade held in their district.

NOTE.—Every officer upon his election shall signify to the district that he shall do all in his power to carry the rules into effect.

4. The C. S. shall supply district secretaries with printed forms for returns of all members who were in arrears on last quarter night; also, a summary account of income and expenditure. The C. S. shall publish a report of the income and expenditure of the society every quarter, with a list of the members in arrears, also the names of all expelled. He shall also keep a list of the unemployed, with references to the situations they are capable of filling, and, when applied to for a man, he shall send the man who has been longest on the list, if he is capable of filling the situation he is required for. Any F. S. neglecting to pay over to the D. S. the contributions he has received, within two days after the last Saturday in each month, shall be fined 6*d.* Any D. S. neglecting to send his quarterly schedule duly filled up, 15 days after quarter day, shall be fined 1*s.* for each week it is delayed. The C. S. neglecting to publish the quarterly report within one month after receiving the last of the district schedules shall be fined 2*s.* 6*d.* for each week it is delayed.

5. When a man falls out of employment the F. S. shall inform the D. S., who shall at once write to the C. S. for an unemployed certificate. When a man is applied for by an employer, the F. S. shall apply to the D. S., and, should there be no one suitable in the district, he shall write to the C. S., stating what kind of man is wanted, wages, &c., so that there be no mistake as to the man sent to fill the situation.

NOTE.—Rules 4 and 5 are not intended to compel a master to engage any man to whom he objects, or who is incompetent to fill the situation required; and any master may have any member he prefers, by telling the secretary whom he desires to have.

6. No D. S. shall pay unemployed money until he receives a certificate from the C. S. The D. S. to inform the C. S. when an unemployed member obtains a situation; and return the unemployed certificate within one week after the said member resumes work.

7. That quarter days shall be on the last Saturdays in February, May, August, and November, when all accounts must be paid up and the auditors' names attached thereto.

CONTRIBUTIONS.

8. Workmen and servitors shall pay 1*s.* 3*d.* per week, and footmakers 10*d.* to the general fund. Any workman or servitor obtaining work out of the glass-house shall pay according to the following scale:—W. and S., if receiving weekly 15*s.*, 1½*d.* per week; 20*s.*, 3*d.*; or 25*s.*, 6*d.* F., 12*s.*, 1*d.*; 16*s.*, 2*d.*; or 20*s.*, 3*d.* These payments to entitle him to the first scale of unemployed allowance, in case he loses his employment, providing he has been off the funds for six months. All members under this rule to be subject to the usual fines for nonpayment of contributions.

NOTE.—Footmakers can now pay full contributions, and receive the full benefits.

9. Should the wages a member earns under the above circumstances be less than his unemployed allowance, he shall receive as much from the funds as will make it up. Any member at work at glass making shall not have his wages made up from the funds of the society, except in cases of oppression, when districts shall have the power of granting a portion or the whole of the unemployed allowance, providing such should be approved by the executive. Any member giving a false statement of the amount he earns, shall be suspended from all benefit for three months.

10. Any member that may be in business on his own account, and lose his situation, shall receive his unemployed allowance; but should he refuse to take a situation he shall forfeit all claim to benefit. Any member leaving his situation at glass making, and entering any kind of business on his own account, shall pay the same contributions as other members, and be entitled to the same benefits as others, or may become an honorary member. All honorary members to pay 3*d.* per week, and shall be entitled to funeral benefit and superannuated allowance according to rule; but should he again resume work at the trade, he shall pay six months' full contributions before being entitled to the whole of the benefits of the society. All districts to pay their own incidentals by an extra levy; all fines to be applied to this purpose. Any member when sick, unemployed, or not making six moves in one week, or receiving half wages when the furnace is out of repair, shall not pay contributions; but any member losing his work for his own pleasure, or by his own neglect, shall pay his regular contributions.

BENEFITS.

11. Any member being sick or unemployed shall receive 12*s.* per week for 13 weeks; 10*s.* for 13 weeks; 8*s.* for 26 weeks; 6*s.* for 26 weeks; and 5*s.* for 26 weeks. Footmakers to receive two thirds of the foregoing scale of payments; and then, in each case, upon the superannuated allowance, if entitled to it according to rule. Any member obtaining employment in the glass-house and losing his situation within six months, shall receive the same scale of allowance as when he commenced work; the number of weeks he received before, to be accounted to him. Any member being sick, and making less than three moves in one week, shall receive full sick allowance; and any member making more than three moves and not more than six, shall receive half benefit. No member on the unemployed list shall be transferred to the sick section; and should the D. C. and C. C. have any doubt respecting a member's illness, he shall produce a certificate from a duly certified medical practitioner. Any member who has not been ten years in the society, but has been ill so long as to run through the benefits allowed to sick members shall receive 2*s.* per week so long as he remains sick.

12. Any member leaving his situation through oppression (having first obtained the consent of the D. C. and C. C., and in all cases subject to their decision) shall have a preference on the roll and receive 15*s.* per week for six months, and 10*s.* per week for six months, and then come under the unemployed rule. Footmakers in proportion.

NOTE.—Should the funds of this societybe reduced to 1,000*l.* sterling, the executive shall have power to reduce the unemployed allowance in ratio.

13. Any unemployed member sent to a situation not more than 50 miles from the district he is in, shall receive 2*s.* 6*d.* and third-class fare; above 50 miles, 4*s.*; above 150 miles, 5*s.*; and above 200 miles, 6*s.* Any member wishing to emigrate, and having been a member three years, shall receive a sum not exceeding 8*l.* 10*s.* for that purpose (providing the C. C. consider such to be a benefit to the society), and shall retain honorary membership by paying the contribution according to rule.

NOTE.—Any member going to a place of work and not suiting the place, after declaring himself qualified for the place, shall pay his own expenses back home. No member is entitled to travelling expenses from the society until he has been 12 months a member.

14. Any member being rendered incapable of working at the trade by an accident, shall, if in society 10 years, be entitled to 4*s.* per week as superannuated allowance; and any member being incapacitated from earning a livelihood through age or any other natural causes, shall, if a paying member 10 years, receive 3*s.* per week; 13 years, 4*s.*; 16 years, 5*s.*; 19 years, 6*s.*; 22 years, 7*s.*; 25 years and upwards, 8*s.*; but under no circum stances shall a member's entrance date further back than September 1849. No superannuated allowance shall be paid until the consent of the C. C. is obtained. Any member attempting to impose on the society, by giving a false statement of the last date of entrance, shall be suspended from benefit for a period of not less than 12 months. The society shall have power to grant any superannuated member who may apply for it a sum not exceeding 50*l.*, in lieu of superannuated allowance,

and after receiving the grant, such member shall have no further claim upon the society.

Note.—In such cases as the last referred to the D. S. shall state to the C. S. the general character of the applicant and his antecedents as a member of the society. The C. S. shall then make a proposition to the trade.

15. On the death of every free and clear member of the society the sum of 10*l.* shall be paid; and on the death of a member's lawful wife 10*l.* shall be paid, by the C. S., on the demand of the D. S. and D. P. from the general fund.

16. No member shall be entitled to full benefit until he has paid two years' contribution while working in the glass-house, and clear on the books, except with the special sanction of the district committee and central committee. Those who have paid in 12 months to be entitled to half benefits.

17. Any member falling into arrears shall be subject to the following fines:—Two weeks, 1*d.*, and 1*d.* per week so long as he remains two weeks in arrears; three weeks, 2*d.*, and 2*d.* per week so long as he remains three weeks in arrears; and if the books are not cleared up on quarter night to be fined 1*s.* and suspended from sick and unemployed benefit for four weeks from the time of paying up his arrears. Any member of this society allowing contributions to be in arrears 13 weeks, in any part of the quarter, shall be expelled this society, and his name published in the quarter's report.

18. Every unemployed member on the funds must appear personally to receive his allowance, or give a satisfactory reason for not doing so, otherwise he will forfeft all claim for every week he breaks the rule. Any unemployed member on the funds refusing to go to a place of work when required shall forfeit all claims on this society, until his case has been laid before the district committee; and if the parties are not satified with the decision, all the particulars shall be laid before the central committee, whose decision shall be binding.

19. Any member losing his situation through drinking or misconduct shall be suspended from receiving unemployed and sick allowance, for the first offence, eight weeks; for the second, 16 weeks; and for the third he shall be deprived of all sick and unemployed allowance during the time he is unemployed and for six months after he resumes work; and no member shall leave his situation to go on the fuuds of this society without giving a satisfactory reason to the men in the factory where he works, and to the district officers. Should he do so he shall be deprived of all unemployed and sick benefit during the time he is unemployed and for six months after he resumes work.

20. Any member acting in opposition to these rules, or to the injury of any member of this society, directly or indirectly, shall be fined according to the discretion of the district, and according to the injury inflicted. Any district not acting in conformity to the rules of this society shall be suspended until they do so.

Apprentice Rule agreed to at Dudley, April 1859.

21. That no more than one apprentice be allowed, to two chairs, and so on in proportion; and all allowances given for young footmakers to be decided by the masters and men in each district.

Memorandum of Agreement, as agreed to at the conference of the Trade Society, and accepted by the Midland Association of Employers.

The expansion of the flint glass trade, combined with other causes, having produced a demand for hands of all kinds, footmakers, servitors, and workmen, greater than the anticipated supply under the operation of the "apprentice rule" agreed to at Dudley on the 4th of April 1859 has been found capable of maintaining, whereby employers have been for some considerable time greatly inconvenienced, it is hereby agreed between George Lloyd, of Birmingham, flint glass manufacturer, on behalf of the Midland Association of Flint Glass Mauufacturers, and Benjamin Smart, of Glasgow, Central Secretary of the Society of Flint Glass Makers, on behalf of the said Society of Flint Glass Makers, from and after the date of this memorandum or agreement, that the "apprentice rule" above referred to, shall be considered the standard of the trade, and no exception shall be taken to it unless under and in accordance with the following circumstances, viz.: If an employer is wanting a footmaker, and having given two months' notice in writing to the district secretary of the district in which his works are situated, and none being unemployed that is suitable to supply the vacancy, and the said employer is paying the average rate of wages in the trade to his journeymen footmakers, and has not more apprentices than is provided for under the "rule," and employs at least six chairs, he shall be entitled to one extra apprentice; and if he employs 12 chairs, he shall be entitled to two extra apprentices; and so on for every six chairs in addition one extra apprentice. And it is agreed that the word "apprentice" signifies one legally bound under indenture, and that all boys advanced to make foot must be so apprenticed within three months from the time of their being put on, or they shall not be allowed to learn the trade. And it is further agreed that if an employer shall advance a footmaker or servitor while there were suitable men upon the trade list of unemployed, he shall not be entitled to an extra apprentice to fill up the vacancy made by the footmaker or servitor being advanced.

(Signed) George Lloyd.
Ben. Smart.

Salaries of Officers.

22. The central secretary's salary shall be 30*l.* per annum. Each district shall pay their own district secretary out of their own local fund. The central committee shall receive 6*d.* each man to bear the expenses when they meet; the members present not to have any more than their own 6*d.*; any member not attending shall be fined 6*d.*, such fines to go to the general expenses of the society, That every delegate to the general conference shall receive 7*s.* 6*d.* per day for his expenses, and 7*s.* 6*d.* per turn during the time the factory is at work where he is employed; but on no account shall any delegate suffer any loss through attending the trades conference, and every delegate shall receive second-class fare. All deputations upon trade questions sanctioned by the C. S. shall receive 5*s.* per day, if out of his own district and has to stay all night; but if they get home the same day he shall receive 4*s.* and all loss of work made up.

Banking of surplus Funds.

23. That the surplus money of each district be deposited in the bank in the name of three trustees, chosen at the first quarterly meeting of the district; the bank book to be produced at each meeting of the district and at the general conference of the society. Any of the trustees may be removed by a majority at a full meeting of the district. That when the surplus monies in the various districts amount to 1,000*l.*, the whole shall be banked in the names of six trustees (four to form a quorum and empowered to act), to be chosen by a majority of the members of this society, who shall likewise choose the bank and the locality it shall be banked in; and any of the above six may be removed at any time by a majority of the district; and any trustee removing to another district to work, shall resign the trusteeship, and another shall be nominated by the district. In order that the surplus funds in the various districts may be easily obtainable for the purposes of the society, the central secretary shall have power to demand from the district secretaries, where there are surpluses, any sums that he may require, so that he may be enabled to send any sums that may be required from him by districts that have not sufficient funds to meet the demands made upon them by unemployed members of this society.

Meetings.

24. If any member of the central committee or district committee swear, or use abusive language, offer to lay any wager, or game, in the meeting, during such meeting hours, he shall, for such effence, pay a fine of 4*d.*; and if he continue offending, he shall, after being severely fined, be expelled the room for that meeting; and any other member so offending shall be fined 2*d.*; and if he continue so offending he shall be expelled the room during that meeting. If any member of the central or district committees attend any meeting in a state of intoxication, the president shall request him to withdraw; should he refuse to do so he shall pay a fine of 6*d.* for each time he is requested to withdraw and refuses. Any other member so offending, the president shall request him to withdraw; if he refuses to comply, he shall be fined 3*d.* and expelled the meeting. Should it be necessary, the president shall request three members present to assist in carrying out his request; should they refuse they shall be fined 6*d.* each. Any member, in or out of employment, shall have the privilege of attending all meetings of the society, but only allowed to vote in his own district. That a general conference of this society be held every three years (if necessary), such conference to be moveable, the society choosing the next place of meeting. The triennial conference to meet in the early part of the first week in June. In case of emergency, the executive to have power of calling a special conference. All subjects to be discussed at conference shall be laid before the society, by the central committee, one month before the conference meets.

H. Rules of Trade Societies and Associations.

VII. Flint Glass Makers' Society.

25. That every member of this society shall give his employer a fortnight's notice before leaving, and to receive the same in event of discharge. That no member hire for a longer period than the regular notice of the district in which he works. Any member going to a new place of work must produce a clearance from the district secretary and district committee.

26. All monies must be sent through the hands of the central secretary, or they will not be acknowledged as paid All district secretaries will please attend to this, as it is of importance that there should be a uniform system of paying. That the magazine be published quarterly, with the reports of the society.

27. Any member being charged with disorderly conduct while on the funds of this society shall be summoned before the district committee, and if found guilty, be liable to such penalties as the committee may think are just. Any member finding fault with another while on the funds of this society, and not reporting him to the president or secretary of the district, shall be fined 1*s*.

28. That no blowing hand be compelled to work at the press, and no blowing hand shall be allowed to take a place at the press if a suitable press hand be on the funds.

29. That the central secretary hold no more money than 50*l*. at one time. The central committee to see to this.

30. That every district get catalogues of the numbers of every article in their respective districts.

31. Any member asking another for a footing, shall be fined 2*s*. 6*d*., and be suspended from unemployed and sick benefit till such fine be paid.

Application for Sick Benefit.

32. When a member is unable to follow his employment through sickness, he shall cause the same to be intimated to the factory secretary within two days. The factory secretary shall then supply the applicant with a printed schedule, which, after being filled up and signed by the applicant and his medical attendant, and the factory secretary, shall be forwarded to the district secretary, who shall pay all members entitled to benefit.

33. All members who are by their own misconduct the cause of the sickness shall, if such be proved to the satisfaction of the district committee, be suspended from sick benefit during their sickness; and all members feigning sickness, or not resuming their employment when able to do so, shall, upon such being proved to the satisfaction of the district committee, be suspended from sick benefit, and fined according to the discretion of the said committee; and all members receiving the sick benefit getting drunk or otherwise neglecting the restoration of their health shall, upon such being proved to the satisfaction of the district committee, be suspended from sick benefit for a period to be fixed upon by the discretion of the district committee; and all members receiving sick benefit shall not be absent from their own house during the hours from nine o'clock p.m. until five o'clock, a.m., unless so ordered and sanctioned by their medical adviser, or they will be suspended for that week. No member shall receive benefit for any sickness that has terminated before such has been intimated to the factory secretary.

Visiting Sick Members.

34. The district committee shall have power to send a doctor to visit and examine, or any two members to visit, a member receiving sick allowance at any time they think proper; and any member refusing such visits shall be suspended at the discretion of the district committee.

Appeal Cases.

35. Any member being dissatisfied with the decision of the district committee, shall, after intimating such to the district committee, appeal to the central committee, whose decision shall be final.

36. Any of the above rules and benefits may be altered and amended at any time, upon the apppoval of a majority of the members, and all such alterations and amendments shall be binding upon the whole of the members.

VIII. North of England Iron Manufacturers' Association.

VIII.—North of England Iron Manufacturers' Association.

Rules adopted at a meeting of Iron Manufacturers held at the King's Head Hotel, Darlington, Monday, July 31st, 1865, (amended at Annual General Meeting, held at Newcastle, 7th of January 1868,) corrected to January 12th, 1869.

1. That the object of the association be deemed to be the interchange of information on all matters connected with the iron trade, more especially in regard to rate of wages and current selling prices.

The securing of united action and mutual support on these and all other important points.

The holding free and friendly communication with the representatives of the ironworkers, with the view to the avoidance of strikes, and at the same time the prompt and united resistance of any attempt on the part of the men to enforce unreasonable demands, or to limit the free action of any individual ironworker.

The promotion of the interests of the trade in connexion with parliamentary inquiries, foreign tariffs, or any other matter.

The promotion by legal assistance, when necessary, of the interests of the members of the association as a body.

2. That all proprietors of rolling mills in Northumberland, Durham, and the North Riding of Yorkshire, signifying their intention to join this association before the 1st January 1866, be eligible for membership. That the proprietors of rolling mills in Northumberland, Durham, and the North Riding of Yorkshire, applying for membership after January 1st, 1866, be admissable on the votes of two-thirds of the members present at any meeting of the association, duly convened. That the membership shall be deemed to be that of the individual owner, the firm, or the company, as the case may be, in whom the proprietorship of any works is vested. That any member may be expelled from the association on the votes of seven-eighths of the members present at any meeting of the association, specially convened by 14 days' notice, setting forth the object of such meeting. That in voting under this rule one vote only be allowed to each member.

3. That all questions submitted to the association other than those as to which any special provision is made by the rules, shall be decided by a majority of votes to be taken as follows:—

Each member shall have one vote for any number of furnaces up to 30, and an additional vote for every 50 or fractional part of 50 furnaces beyond 30; but no member shall have more than four votes.

4. That each member elect to place himself under one or other of two classes, which shall determine the amount of his contribution to the association funds, and the allowance to be made him in the event of his sustaining a strike with the approval of the association.

5. That any member whose men demand an increase of wages or any other concession, which, if granted, would be likely to lead to a general advance, submit the same to the masters' association, who shall appoint a committee to determine whether such demand is justified by the generally prevailing scale and practice of the district; and if such committee recommend a refusal of the men's demand, and a strike ensue, that there be paid out of the funds of the association, in respect to the period that such strike is sustained with the approval of the association, to the master whose men have so struck, such sum per furnace per week as is defined by the class under which such master has placed himself.

6. That unless the association shall otherwise specially decide, the allowance be paid on the termination of the strike; but if such strike be terminated by the master without the previously-expressed approval of the association, no allowance whatever shall be payable.

7. That the allowance per heating and puddling furnace per week be—

Under Class A.	- -	£4 0 0
„ „ B.	- -	£3 0 0

8. That the number of puddling and heating furnaces belonging to each member, multiplied by the amount defined by his class, shall give the sum upon which a call of so much in the pound shall be made whenever the association shall direct, in order to provide for either its general or special expenditure.

9. That any member receiving an allowance under Rule 5 be liable to calls in the same manner in every respect as other members.

10. That on the adoption of the system now proposed, the members of the association give their promissory notes for such sums (to be apportioned in the same manner as calls) as will amount in the aggregate to 50,000*l*.

The promissory notes to be deposited with the banker f

the association, under such arrangements as may obviate the necessity for any sudden large call.

11. That any member be at liberty to withdraw from the association at any time, on giving three months' notice, on which withdrawal his promissory note shall be returned to him, on payment of his proportion of the actual expenditure of the association up to the time of such withdrawal.

12. That any member not prepared to abide by the decision of the majority on any question of proposed united action in the reduction of wages or otherwise, shall give notice of his holding himself free before any vote be taken on the subject, and such member shall not then be eligible to vote on such question. That this course shall not, on the one hand, deprive him of membership, nor, on the other hand, shall it relieve him from any pecuniary contribution from the decision come to.

13. That ordinary meetings of the association be held quarterly, in the months of January, April, July, and October; such meetings to be alternately at Newcastle, Darlington, and Middlesbrough.

14. That special meetings may be convened by the committee at any time, and shall be convened by the secretary on the requisition of any three members, so as that four clear days' notice be given to each member of such last-mentioned meetings.

15. That at the meeting of the association held in the month of January in each year there shall be submitted a duly audited statement of accounts for the year ending on the 31st of December preceding.

16. That at this meeting there shall be elected a president and auditor, who shall hold office till the corresponding meeting of the following year.

17. That the president shall not be eligible for re-election till one year has elapsed from his last holding office.

19. That the president and last four past presidents shall be deemed a standing committee, to act in matters not of sufficient importance to require a meeting of the association.

20. That there shall be a paid secretary acting under the general direction of the honorary secretary and the standing committee, but whose duty it shall be to supply information direct on matters connected with the trade to any member applying to him.

21. That such secretary be appointed at and be removable by resolution of, and be paid such salary as may from time to time be fixed by any meeting of the association.

22. That it shall be competent for the standing committee, at the expense of the association, from time to time to take legal opinion on any point on which they may deem it to the interest of the association to obtain such opinion.

23. That the rules of the association may be modified or enlarged by the votes of seven-eighths of the members present at any meeting of the association specially convened by 14 days' notice, setting forth the nature of the modification proposed.

24. That any differences which may at any time arise between the association and any of its members touching the meaning or application of any of the rules of the association, or touching any other matter connected with the relations of such member to the association, be referred to the sole and final determination of the recorder for the time being of the city of York; or, if he shall decline to act, the recorder of the city of Durham; or, if he shall decline to act, the recorder of Newcastle-upon-Tyne.

Note.—At the annual general meeting, held at Newcastle, on Tuesday, January 7th, 1869, due notice having been given of the proposed change, it was unanimously resolved that Rules No. 14, 20, and 21 be modified by the omission of the word "assistant."

IX.—Cleveland Ironmasters' Association.

RULES.

1. That the objects of the association be:—The interchange of information on all subjects affecting the interests of the trade; securing united action and mutual support for the general welfare; attending to parliamentary bills and proposed alterations in the laws relating to employers and employed; and other similar matters.

2. That all proprietors of blast furnaces in North Yorkshire, Durham, and Northumberland paying the calls to the trade funds be members of the association.

3. That the association be supported by the subscriptions of the members, calculated upon the number of blast furnaces belonging to each member, and that the amount of the subscriptions be fixed as required in general meeting.

4. That ordinary meetings of the association be held in Middlesbrough on the second Tuesday in each month, and that the said meetings be convened by circular.

5. That at the last ordinary meeting held in the month of February in each year, a president and two vice-presidents for the ensuing year shall be elected, and a statement of accounts for the past year shall be presented by the retiring officers.

6. That the president and vice-presidents shall be a standing committee, to act in matters not of sufficient importance to require a meeting of the association.

7. That special general meetings may be convened by the standing committee at any time, by notice, or by the requisition of any three members of the association made to the secretary.

8. That there shall be a paid secretary acting under the general directions of the standing committee; and that such secretary be appointed and be removable by resolution of any meeting of the association.

9. That any member may retire from the association by giving three months' notice to that effect to the secretary, and by paying all claims up to date of withdrawal.

10. That the rules may be modified or enlarged by a majority of votes at any meeting of the association, provided 14 days' notice has been given of the proposed modification.

Middlesbrough, May 1869.

X.—South Yorkshire Miners' Association.

Rules of the South Yorkshire Miners' Association, Barnsley District. Established April 1858. Revised April 17th, 1865, and to be in force for the future government of this association.

OBJECTS.

The objects of the association are, first, to raise from time to time by contribution among the members funds for the purpose of mutual support.

2. To assist its members in striving to obtain better legislation for the more efficient management of mines, whereby the health and lives of the miners may be prolonged.

3. Compensation for accidents, where the employers are liable.

4. To assist all lodges and members when unjustly dealt with by their employers or agents.

5. A weekly allowance to members locked out or driven into a strike.

6. A weekly allowance to members injured while following their employment.

7. A grant of 8*l.* at the death of any member caused by accident while following his employment.

8. To shorten the hours of labour, and also to infuse steadier habits of working among all its members.

9. To secure the true weight of the miners' material at the pit banks, thus giving to both employers and employed their legitimate due.

10. To abolish all illegal stoppages at the pay offices, and to secure the prices and wages the members may at all times bargain for.

11. To improve the miners' position, morally, mentally, and physically.

12. To extend the association's principles to our less fortunate brethren, by aiding all other similar associations that have for their objects the emancipation of their fellows from the grasp of capital.

The association shall be termed and known by the name of "The South Yorkshire Miners' Association, Barnsley District," and shall consist of members employed in and about the various collieries of the surrounding neighbourhood—such collieries to be divided into as many lodges as may be deemed expedient, and the district shall embrace as many lodges or collieries as may be desirous of joining the association (always providing the general board of management sanctions the application). Every lodge shall appoint its own local officers and conduct its own affairs in the manner set forth in the following rules.

H.
RULES OF TRADE SOCIETIES AND ASSOCIATIONS.

X. South Yorkshire Miners' Association.

RULES.

RULE 1. The supreme government of this association shall be vested in a council, which shall consist of a president, secretary, treasurer, and one member duly elected (as delegate) by and from the financial lodges composing the district.

2. The council shall meet to transact the business of the association at such times and places as are considered best calculated to suit the interest of the district at large, and shall deal with all questions relative to the association's welfare in the manner stated in these rules.

3. No lodge shall be allowed to send more than one delegate to the council meetings; but such delegate shall have the power of voting in accordance with the number of financial members he represents, viz.:—For 50 members or less (if a recognized lodge), one vote; for 75 members, two votes; for 100 members, three votes; thus allowing one additional vote for every 25 members (after the first 50) the delegates may represent; all delegates to vote, none allowed to be neutral.

4. The president shall be elected by the council and from the delegates present; he shall be allowed to act and vote as a delegate for the lodge he may represent; he shall fulfil the office for three months, except the council or the members of the lodge he belongs wishes to withdraw him from office, when either party shall have the power to do so. His duty shall be to preside at all meetings of council; see that all the business of the association is brought before the council in a proper manner and conducted legally and as stated in these rules.

5. The district secretary shall be elected by a majority of members throughout the district. His duty shall be to keep a correct account of all monies received and expended; he shall attend all meetings and take minutes of the same; he shall zealously attend to all correspondence; watch the interests of the association; and do all in his power to advance the members' position generally. He shall also be empowered to call special meetings in all cases of emergency, but will not be allowed to vote at any of the council meetings.

6. The district secretary's wages shall be fixed by the council and must be paid every week by the treasurer; he shall be under the control of the council, and shall receive six months' notice from the council previous to any alteration taking place as to terms of his situation; he shall give three months' notice to the council before leaving his situation; but the council shall not have power to discharge the secretary until sanctioned by the lodges, and he be served with three months' notice, when all books, documents, papers, and other property belonging to the association shall be given up to the council.

7. The district treasurer shall be nominated by the council and duly elected by a majority of votes from the lodges. His duty shall be to attend all meetings, receive and pay all monies belonging to the association, and shall under no circumstances pay, lend, or appropriate the association's funds to any member, cause, or purpose whatever, except the same be in accordance with the rules, resolutions, or minutes of the association, and in all cases must be sanctioned by the council.

8. The district treasurer shall at all times give ample security for all monies entrusted to his care; and shall disburse, invest, and refund all monies as instructed by the council. He shall answer all questions relative to money matters (if such questions be asked at the council meetings) and by a duly appointed delegate.

9. The district treasurer shall be paid for his attendance at the meetings of the council at the same rate of wages and railway fare as the delegates, and shall not be allowed to absent himself from duty without first giving notice to the council, who shall appoint a substitute of their own choice to act in his absence; but on no account will the treasurer be permitted to appoint his own substitute or depute another person to perform any portion of his duties without leave from the council.

10. On account of the heavy duties and responsibility imposed upon the treasurer he shall receive for such duties and responsibility the sum of 1*l.* per quarter (as salary); and shall serve for 12 months, except the council decide otherwise, when they shall have the power to withdraw him from office at any time they may deem necessary.

11. The district treasurer on the one part; the president, secretary, and not less than two members of the council on the other part, shall sign an agreement; the treasurer binding himself to fulfil the duties of such office, as stated in the agreement, and these rules; and the other parties bind themselves to prosecute the said treasurer in the county or other courts for any departure from the aforesaid agreement.

12. There shall be a committee always in existence of not less than five experienced members of the association (the district secretary included, and to have a vote at all committee meetings), who shall be called together in all cases of emergency that may occur between meetings of council; and the said committee shall be paid at the same rate of wages and railway fare as the delegates to the council.

13. The committee shall be elected or re-elected by the council, and shall serve six months. Their duty shall be to take into consideration all important complaints and grievances unexpectedly arising between the employers and the lodges, and which calls for the district's immediate attention; they shall collect all facts bearing upon such cases, and shall thoroughly examine all the circumstances connected with the cause at issue, when they shall have power to adjust or advise as to the best course to be pursued, providing such course be in harmony with the rules and association principles, and can be adopted without any serious expense to the district.

14. The association shall have for the proper transaction of its business an office contiguous to the secretary's residence, the rent and expenses of which shall be paid by the association. The said office to be for the entire use of the association.

15. All delegates to the council meetings shall be paid by their lodges at the rate of 5*s.* for one day in attendance, and 1*d.* per mile railway fare, commencing at the delegate's lodge, to and from the place of meeting.

16. The expenses of all special council meetings and committee meetings shall be paid by the district treasurer at the regular council meeting.

17. There shall be in connexion with this association two separate funds, one of which shall be termed the Labour Fund, and shall be for the protection of labour; and the other shall be called the Accident Fund, and shall be for the relief of all members who may become injured while following their employment.

18. The accident fund shall be under the control of the lodges, who shall make rules for the guidance of the same, and shall pay to each financial member in case of injury received while following their employment, the sum of 8*s.* per week, except the fund becomes so reduced as will not allow 8*s.* per week, when the lodge shall meet and determine whether a levy shall be put on the members or the weekly allowance reduced.

19. The entrance fee for all new lodges who may be inclined or wishful to enter the association shall be fixed and determined in accordance with the funds of the association, as thus: If the association be worth 10*s.* per member, the entrance fee for all new lodges shall be 10*s.* per member, and so on in proportion; but at no time shall any new lodge enter the association for less than 5*s.* per member, and all new lodges shall pay up all contributions and levies for the period of six months before they shall be entitled to receive weekly allowance for being on strike, but such members shall be entitled to receive accidental benefits after being in the association one clear month. See rule 26.

20. The entrance fee for all new members into any established lodge shall be 5*s.* each, such member to pay the regular contribution and all levies for the period of one month, when he shall be entitled to the association's full benefit, but in no case will the benefits be allowed except the whole of the entrance fee has been paid one clear month, together with full contribution and all levies for that month.

21. That no unfinancial member or members shall be allowed to re-enter any lodge by paying the initiation fee, or by paying a portion of their arrears, until they have been disconnected with the association or out of benefits 18 months, when such members can either pay up their arrears or re-enter the lodge on the same terms as the new lodges can enter the association, and dealt with as stated in rule 19.

22. That no member or members shall be allowed to enter, re-enter, or pay up their arrears, for the purpose of receiving support, when a strike or lock-out, or injury, have taken place, until such strikes or lock-outs are over, and the member recovered from the injury sustained.

23. That all entrance fees, contributions, levies, and arrears, paid into the local lodge shall belong to the labour fund, and the same to be paid over to the district treasurer at the first ensuing council meeting after such monies are paid into the said lodge.

24. That there be two classes of members only, namely, first and second class. Second class members shall at all times pay and receive one-half the amount of first class members, and shall be governed by the same rules and resolutions. No second class shall be allowed after reaching the age of 18 years. Neither shall second class members become first class before the age of 16 years; and that

all second class members must, previous to becoming first class, pay up all arrears, and shall pay first class payments one month before receiving first class benefits.

25. That the regular contribution to this association be 7½*d.* per week, or 1*s.* 3*d.* per fortnight, of which 3*d.* per member per fortnight shall be set apart for accidental purposes. The remaining 1*s.* to be for the labour fund, and shall be paid over to the district council once every fortnight, or at such other times as the council may deem suitable.

26. That all lodges shall be supplied with contribution books and cash books direct from the head quarters of the association; the said books to be the property of the council, who shall audit and inspect them whenever they may deem necessary.

27. That all books the district council may at any time have furnished to any of the lodges shall be returned to the council, should the lodge cease to exist or become in any way disconnected with the association or its council.

28. All new lodges, after having paid contributions and levies to the district fund one clear month, shall be entitled to the association benefits in all cases, except strikes and lock-outs, when such lodges shall have been financial members in the district six months before being allowed strike pay, and the members of such lodges shall have been financial three clear months before being allowed lock-out support from the funds.

29. The council shall not have power to lay levies on the members, or make grants to any cause, member, or purpose whatever until the same has been submitted to the lodges for their approval or otherwise.

30. In all cases of urgent appeals from other organized bodies the committee shall be called together to investigate the position and cause of such bodies appealing for assistance, and should such cases deserve the sympathy and support of the district, the said committee shall take immediate steps to place the same before the lodges, so that the delegates may be prepared to render some assistance at the ensuing council meeting.

31. No lodge or any portion of a lodge shall be allowed to strike, unless sanctioned by a majority of members composing the district; but should any alteration be made at any colliery whereby the wages of the members are reduced, the same shall be laid before the committee, who shall deal with the same as stated in rule 13; and should the committee be unable to effect a proper understanding or obtain a settlement, they shall lay the dispute before the council, together with all the evidence appertaining to such dispute.

32. All lodges or any number of members on strike, locked-out, or otherwise eligible for relief from the labour fund, shall receive 8*s.* per week and 1*s.* per week for each child under 12 years of age not at work.

33. At the death of any financial member, caused by accident whilst following his employment, the sum of 8*l.* shall be paid to his widow, relatives, or representatives, or towards the expenses of such member's interment. In case of dispute as to who are the proper persons to receive such allowance, the council shall decide.

34. Any lodge being more than three fortnightly payments in arrears to the district shall have no claim upon the association, and will be suspended from all benefits for the period of one month after paying up all arrears.

35. No lodge shall be allowed to re-enter the association by paying the initiation fee until it has been disconnected from the district 18 months; and any lodge that has been suspended and wishes to become connected again in less than 18 months, must pay up all the 18 months' arrears before being allowed admission.

36. In all cases of accident whereby the lives of the members may be sacrificed, and where the employers are liable, the council shall appoint a solicitor to watch the case at the inquest, and shall take such other course as will secure facts and thereby recover compensation for the sufferers.

37. For the purpose of keeping the funds of the association secure, all funds not wanted for immediate use shall be invested in the name of the association by a sufficient number of trustees, as well as in the name of six trustworthy members of the association.

38. Any lodge or members being on strike or locked out and requiring the association's benefits, the secretary and committee of such lodge shall furnish the council with a list of all the members' names so locked out or on strike every fortnight, or oftener if required, stating the number of children each member has under 12 years of age, and also stating the number of days' pay each member may have due from the district. No lodge shall be paid their allowance until this rule be complied with.

39. The district will not recognize any lodge that pays to the labour fund and not the accident fund, neither will the association allow any member or members to join the accident fund and not the labour fund. Both funds in all cases (and by all members and lodges connected with the district) must be carried out or such will not be recognized by the association.

40. The district books and accounts shall be audited exery six months (or oftener if required), and the result of the audit to be submitted to the council. The auditors to be members of the association and appointed by the council. They shall be paid the same rate of wages and railway fare as the delegates to the council meetings.

41. All delegates to the national conference shall be nominated by the council, and sent to the lodges for their sanction or disapproval. The delegates' wages and expenses shall be fixed and paid by the council.

42. All lodges shall be conducted by a committee of not less than five or more than nine financial members, president, secretary, and treasurer included, whose duty shall be to attend all meetings, whether regular or special, and shall at all times transact the business of the lodge, as directed by the rules and minutes of the district council.

43. The committees of lodges shall be elected or re-elected every three months, by a majority of members present at the lodge meeting, and in the following order: Lodges having 100 members, or less, shall have a committee of five members; lodges having from 100 to 200 members, seven of a committee; from 200 to 300 members and upwards, nine of a committee. All committees to be financial members.

44. The president of every lodge shall be elected or re-elected by a majority of members of the lodge, and shall serve for six months; he must zealously watch the interests of the lodge, superintend all business relative thereto, preside at all meetings, and shall see that all cases are dealt with according to the rules; he shall have power to call special meetings of the lodge, with the approbation of the secretary.

45. The secretaries of all lodges shall be elected, or re-elected, every six months. Their duties shall be to keep a correct account of all monies received, paid, and expended, both for the labour fund and the accident fund; he shall strictly attend to all monies for the labour fund being returned to the district council; he shall attend all meetings of the committee and lodge, and shall take minutes of the same; have charge of books, documents, and correspondence relative to the lodge; he shall keep the books clean and respectable, and have the books ready for inspection at any time the council or the lodge may consider necessary.

46. The treasurer of all lodges shall be elected, or re-elected, every six months, and shall receive and pay all monies connected with the lodge; he shall see that proper receipts (for all payments) are returned to the committee, and kept in possession of the lodge; he shall not, on any account, pay, lend, or appropriate any of the funds, to any member, cause, or purpose whatever, beyond the rules, resolutions, or minutes of the lodge or council; he shall attend all meetings, answer all questions relative to money matters, if such questions be asked at the committee or lodge meetings, and by members.

47. The treasurer of all lodges on the one part, and the president, secretary, and not less than two members of the lodge on the other part, shall sign a stamped agreement, the treasurer binding himself to fulfil and discharge the duties of such office, as stated in these rules and the agreement; and the president, secretary, and the other two members binding themselves to prosecute the said treasurer in the county or other courts for any departure from the aforesaid agreement.

48. That no member shall be appointed to hold the office of secretary or treasurer to any lodge before they have been financial members in the association at least 12 consecutive months (except new lodges); they shall also be considered by a majority of members fit and proper persons to fill the office.

49. All local secretaries and treasurers shall be paid for their services quarterly; secretaries salaries, per quarter at lodges composed of 35 members (if a recognized lodge), 5*s.* per quarter.

From	35	to	50	members	6*s.*	per quarter.
,,	50	,,	80	,,	7*s.*	,,
,,	80	,,	120	,,	8*s.*	,,
,,	120	,,	160	,,	9*s.*	,,
,,	160	,,	200	,,	10*s.*	,,
,,	200	,,	250	,,	11*s.*	,,
,,	250	,,	300	,,	12*s.*	,,
,,	300	and upwards			13*s.*	,,

[Note.—Should there be cases where this scale is not considered sufficient remunerative, the lodges have power to augment the same out of the accident fund.]

H. Rules of Trade Societies and Associations.

X. South Yorkshire Miners' Association.

50. Treasurers' salaries per quarter.—Lodges having 35 members or any less (if a recognized lodge), 2*s.* 6*d.* per quarter.

From 35	to 50	members	3*s.*	per quarter.
„ 50	„ 80	„	4*s.*	„
„ 80	„ 120	„	5*s.*	„
„ 120	„ 160	„	6*s.*	„
„ 160	„ 200	„	7*s.*	„
„ 200	„ 250	„	8*s.*	„
„ 250	„ 300	„	9*s.*	„
„ 300	and upwards		9*s.* 6*d.*	„

51. All local committees shall be allowed for their attendance at the committee meetings 6*d.* each, which they shall receive in refreshments for the benefit of the house where the lodge is held; no member of the committee shall be allowed to absent himself from the meeting, or leave the meeting before the business is finished and the meeting closed.—*See list of fines.*

52. That all lodges shall have one general meeting and one committee meeting every fortnight, when the business of the district, together with the business of the lodge, shall be laid before the members present at the general meeting (by the committee), for their approval or otherwise, and that each lodge fix its own time of meeting.

53. The committee of lodges shall investigate all grievances and complaints of members, and deal with them by rule; they shall attend to all monies being received and paid in accordance with these rules and minutes of council; they must know the amount of income and expenditure every fortnight, and shall lay all their transactions and business of the association before the general meeting of the lodge every fortnight.

54. In the event of any alteration at any of the collieries in the mode of working that tends in any way to take away the interests of the members, the lodge (through its committee) shall at once investigate the matter and shall lay all facts before the district committee or council immediately.

55. That in all cases of emergencies arising at any of the lodges, and where prompt action is required by the district, the committee of such lodge shall forthwith lay all information before the district secretary, who shall report the same to the council or the district committee as early as possible.

56. That the president, secretary, and committees of lodges, at the death of any member caused by accident (and in cases of serious injury) while following his employment, shall glean all the information possible relative to the cause of such accident, and forward the same direct (and on the same day it happens) to the district secretary.

57. All delegates to the council meeting shall be placed in nomination by the lodge committee, and sanctioned by a majority of members present at the fortnightly lodge meeting, who shall determine the length of time such member shall serve as delegate.

58. The contribution and levies of all members must be paid on the appointed lodge night for receiving such, or the same will not be entered until the forthcoming lodge night.

59. That each and every lodge shall be in possession of a box, with not less than three keys, which shall be held by the treasurer, secretary, and another member of the committee, who shall deposit all monies therein when received, except a majority of the members may decide otherwise. The box shall also contain books, cards, balance sheets, and all other documents and accounts of the association.

60. All rents, lights, and stationery for the use of the association shall be paid by the lodge, which must be duly accounted for, and receipts produced to the district auditors every three months.

61. That no lodge be allowed to remove from one place to another until sanctioned by the council. The said council must be furnished with a list of votes for and against such removal, together with all particulars in reference to the future convenience of members, and the rent that will have to be paid at such place the lodge wishes to remove to.

62. Any member being lame, sick, or out of employment through any cause of which he may have no control, for the period of nine consecutive days, shall be exempt paying contributions and levies to the labour fund, should the lost time occur between the last and ensuing contribution lodge night.

63. All members being in receipt of weekly support from the labour fund, and having less than one week's allowance due (when ceasing to receive support), shall be paid for the number of days. The children's allowance reckoned in proportion.

64. All levies and fines if not paid when the same be incurred shall be placed in arrears, and all arrears will be deducted from the first week's support, or from the allowance at death.

65. Any member allowing his contribution, levies, and fines to run more than 3*s.* in arrears, shall have no claim on the funds, and will be suspended from all benefits until all his arrears are paid, and for the period of one clear month after such arrears have been paid.

66. All members being in arrears, shall pay the same up and make themselves clear on the books, on the last contribution lodge night in December of every year. Any member neglecting to comply with this rule shall be fined 1*s.*

67. Any member or members being at variance with their lodge, and desirous of drawing their clearance, or wishful to form a new lodge of themselves, must first apply to the council, whose sanction must first be obtained in all such cases, or such members cannot be recognized by the district.

68. Any member leaving his employment, and wishing to continue a member of his lodge, can do so on condition that he takes a note stamped with the lodge stamp from the secretary once every month to the secretary of the lodge connected with the colliery the member may be employed at, stating the financial position of such member.

69. All complaints and grievances of members must (in all cases) go through the lodges before being submitted to the council.

70. Any member being dealt with by his lodge contrary to the rules of the association, shall have power to appeal to the council, and the council shall, after hearing both sides of the question, give their decision according to rule.

71. That no unfinancial member of any lodge shall be allowed to vote or speak upon any subject being discussed at the meetings; but such members shall have the preference of being at the meetings, except a majority of members then present may decide otherwise.

72. That all books the local secretaries may have in their possession when they cease to hold office shall be given up to their successor or to the district council.—*See Rules 26 and 27.*

73. Any lodge requiring collectors of contributions at any other place than that of the lodge house shall first apply to the council, who shall, if necessary, give permission for such collectors to be appointed, and the council shall in all such cases fix the remuneration the collectors shall receive for their services.

74. Any lodge appropriating the funds of this association to any member or purpose whatever not specified in these rules shall be dealt with by the council.

75. All rules for the guidance of the accident fund to be submitted to the council, previous to printing, for their approval or otherwise.

76. These rules to set aside and render null and void all others, and shall be in operation on and after the 17th day of April 1865.

List of Fines for Neglect of Duty.

The district secretary and treasurer neglecting their duties shall be dealt with in all cases by the council, except when late at the regular council meetings, then they shall pay a fine of 1*s.*

Any member of the district committee failing to attend a committee meeting after being duly warned, shall be fined 2*s.* 6*d.*, or otherwise dealt with by the council, and for being late at any of the meetings, 6*d.*

Delegates to the council being late, 6*d.*

Local secretaries and treasurers being late at the regular meetings, 6*d.*; absent, 1*s.*; and any other neglect of duty by these officers shall be dealt with by the lodge.

All committees of lodges being late at the regular meetings, 6*d.*; leaving the meetings before the business be finished and the meeting closed, 6*d.*; absent from the meeting, 1*s.*

Local secretaries and treasurers neglecting to make out true returns of members and money to the district, the lodge shall be dealt with by the council and the officers fined as the council may determine.

All fines to be paid into the funds of the association.

See National Association Rules for benefits to old members, and members permanently injured.

Additional Rules.

1. Should any financial member of this association meet with an accident while following his employment that should cause his death, there shall be paid to his widow the sum of 5*s.* per week and 1*s.* per week for each child under 12 years of age, provided the following rules and conditions be complied with.

2. That the widow keep herself respectable, so as to give satisfaction to the association's committee and council.

3. That the widow pay a contribution to the association of 3*d.* per fortnight or 6*d.* per month.

4. The council of the association shall appoint an officer from their number, whose duty shall be to pay the weekly allowance to all widows and children every week at their home, or at such other place as is considered by the committee suitable and convenient to the widows and the association.

5. That the monthly contributions of the widows be paid to the officer appointed to pay the weekly allowance, who shall return the same to the district treasurer at the ensuing council meeting duly accounted for.

6. That no children receive weekly allowance after they begin work nor after they are 12 years of age, except agreed upon by the committee and council.

7. Should the children of any member, when the accidental death occurs, be orphans and homeless, as in the case of Connor (Edmunds' Main Lodge), the weekly allowance to be paid to such person or persons who may be considered by the committee and council worthy guardians, and in every way proper persons to take charge of the children, and who will keep them from the union workouse.

8. That whenever compensation be recovered for the loss of any member's life, the case of the widow and children shall be laid before the district committee, who shall report to the council all particulars bearing on the case, together with the amount of that money the widow may or have received as compensation; and should such amount be considered by the committee and council ample to meet the case of the widow and the children, in accordance with the rules herein mentioned, then the weekly allowance to both widow and children shall be discontinued.

9. That in all cases where compensation is inadequate to meet the case of the widow and children, the committee and council shall have power to deal with such cases in any manner appearing to them best under the circumstances.

10. That the district committee meet every three months, or oftener if required, at such place as may be from time to time agreed upon by the committee or council, when all cases of widows and children shall be investigated, and a report made to council as to the number of widows and children in receipt of support, with the amount each and all have received during the past three months, together with every necessary information relative to the working of these rules.

11. That whenever a special committee meeting be necessary, the district secretary shall have power to call the same at such time and place as is most suitable and convenient for the transaction of the business; all meetings being otherwise called will be considered illegal, except the same be sanctioned by the council.

12. That the committee have no power to discontinue the allowance to any widow or child until sanctioned by the council, but the committee shall be empowered to suspend the weekly allowance in all cases of misconduct, or for any violation of the rules, until such cases have been investigated and disposed of by the council.

13. That any widow allowing her contribution to run more than three months in arrears will be suspended from her allowance for the period of one month after paying up all arrears.

14. That all complaints of widows and members in reference to the carrying out of these rules must be reported to the district secretary when they arise, such reports to be signed by the complainant, not for publicity, but as a guarantee of good faith.

15. The committee and council of the association will at all times reserve the right to deal with all cases arising out of the foregoing rules (of which the rules do not provide for) in such way as to preserve the interests of the association.

J. Normansell, Secretary,
Nelson Street, Barnsley.

Note.—The principle embodied in these ["additional"] rules has been in operation at some of our local lodges a considerable time, and the object is so noble, so encouraging. and so worthy of example, that the council unanimously resolved, on the 30th April 1866, to adopt the principle as a district rule, and thereby place within the reach of all widows and children of our members (who may be so unfortunate as to lose their lives in the mines) benefits which will prove a blessing in the time of need, instead of misery and want as we have seen in past days as well as at the present time.

J. N.

XI.—Clyde Shipbuilders and Engineers' Association.

Rules, &c., as amended at meetings, 5th June and 30th August 1866.

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RULES.

Preamble and Objects of the Association.

The subscribers, taking into consideration that they are experiencing serious loss and inconvenience in their business through the operation of combinations on the part of workmen in their employment, have resolved to form, and now accordingly form, an association to be termed "The Clyde Shipbuilders' and Engineers' Association," the objects of which shall be:—

(1.) The interchange of information on all subjects affecting the general interests of shipbuilding and engineering; and

(2.) The securing of a uniform course of action and mutual support in resisting all unreasonable demands made by combinations of the workmen in their employment.

In order to the carrying out of these objects, the following rules are enacted, viz:—

1. *Election of members.*—The subscribers, and such other shipbuilders or engineers on the Clyde, as shall signify their desire to join the association on or before the 2nd of July 1866, shall be members thereof; and after that date any other shipbuilders and engineers may be elected members by any meeting of the association, or of the general committee thereof after mentioned.

2. *Company may be member of the association.*—A company or firm may be a member of the association, but only one director or partner of such company or firm can vote at meetings of the association, and any partner thereof shall be eligible for election as a member of the general committee.

3. *Members to make return of men and boys every year.*—The number of men and boys employed by each member, which shall be ascertained in the following manner, shall form the basis of voting, of subscription, and of compensation. Each member or company on joining the association, and thereafter on every second Tuesday of January, shall make a return to the secretary of the number of men and boys employed at their works, taken on an average of the preceding year, ending 31st December; and for ascertaining the average, it shall be sufficient to take the number on the member's time book, as at 1st January, 1st April, 1st July, and 1st October of the year preceding. If any member fail to make such return for ten days after the time specified, the number of men and boys employed by such member shall be taken to be double the number contained in the return made in the previous year.

4. *Votes of members.*—Each member shall have one vote if the number of men and boys in the employment of himself or his firm, as stated in the return under rule 3,, be under 300; two votes if more than 300 and under 700; three votes if more than 700 and under 1,200; four votes if more than 1,200 and under 2,000; five votes if more than 2,000; and no member shall have more than five votes. Absent members may be represented by proxy. All questions submitted to the association shall be decided by a show of hands, unless any member require the votes to be taken.

5. *Annual general meeting.*—On the last Tuesday of January in each year a general meeting of the association shall be held in Glasgow, to elect office bearers, and transact such other business as may be necessary; and at such meeting a duly audited statement of accounts, to the preceding 31st of December, shall be submitted.

6. *Election of chairman, vice-chairman, &c.*—At such annual meeting there shall be elected a chairman, treasurer, and two auditors, who shall hold office until the corresponding meeting of the following year. The treasurer and auditors shall be eligible for re-election. The chairman shall not be eligible for re-election till one year has elapsed from his last holding office, and in the year following his term of office he shall be the vice-chairman of the association. The first chairman, vice-chairman, and treasurer, shall be elected by the first general meeting of the association, and they shall continue in office till the general meeting to be held in January 1867.

7. *Election of ordinary members of general committee.*—The business of the association shall be transacted by a general committee, consisting of the chairman, vice-chairman, treasurer, and 14 ordinary members, of whom five shall be a quorum; and the chairman, or in his absence the vice-chairman, shall be convener. The first general meeting of the association shall elect 14 members to form the general committee along with the chairman, vice-chairman, and treasurer, and they shall continue in office till the general meeting to be held in January 1867, when the seven ordinary members whose names shall then stand first in the list shall retire, and at each subsequent annual general meeting, the seven ordinary members whose names shall stand first in the list at the date of the meeting shall in like manner retire; but all members so retiring shall be eligible for re-election. The association at the annual general meetings shall fill up the vacated places, and the names of newly elected members shall be placed at the bottom of the list. Casual vacancies in the general committee shall be filled up by the committee; but any member so appointed shall only hold office till next annual general meeting of the association.

8. *Election of secretary.*—A secretary shall be appointed by, and for such period, at such salary, and on such conditions as the general committee may from time to time determine. He shall act under the general direction of the chairman and vice-chairman, and it shall be his duty to supply information direct on all matters connected with the association, to any member applying to him.

9. *Special meetings may be called.*—Special meetings of the association may be convened by the chairman or vice-chairman, and the secretary shall call special meetings on the requisition of any three members. Notice by circular shall be given of such meetings to each member of the association.

10. *Action to be taken in case of demands made by workmen.*—In the event of any demand being made upon any member of the association, by any class or body of workmen in his employment, for a rise of wages or for any concession which, if granted, might injuriously interfere with the objects of the association, it shall be incumbent on him forthwith to report the same to the chairman, who shall thereupon convene a meeting of the general committee, by which such demand shall be taken into consideration, and he shall not be entitled to accede thereto, without the consent of the general committee previously signified in writing under the hand of the secretary.

11. *Duty of members in case of a strike.*—If, in consequence of any decision of the association or general committee, a strike occur, or if a strike arise, and the efforts of the association or general committee shall fail to produce a settlement of the dispute, it shall be competent to the general committee to resolve that no member of the associaciation shall employ workmen of the class who may have gone out on strike in addition to those of the same class already in such member's employment, so long as the strike is sustained,

12. *Powers of general meeting of association to resolve that members shall cease to employ workmen.*—If a strike shall occur amongst the workmen employed by a member of the association, a meeting of the associaticn, specially called for the purpose, may, by a majority of two-thirds of the votes then present, resolve—That the members of the association shall, for such period as may be specified in the resolution, cease to employ the workmen then in their employment of the class that has so struck work: or, that the members of the association shall, for such period as may be specified in the resolution, cease to employ all, or any class or classes of, the workmen then in their employment. Such resolution, however, shall not apply to hands engaged under formal agreements then unexpired.

13. *Compensation to members.*—There shall be paid out of the general funds of the association, with the approval of the general committee, the sum of 3*s.* per week, for every person who discontinues work in case of a general strike, or partial strike; and the like sum of 3*s.* per week shall, with the approval of the general committee, be paid for every person whose employment may cease under a resolution passed in terms of rule 12.

14. *When compensation is to be paid.*—Unless the general committee shall otherwise determine, the allowance or compensation, payable in respect of a strike, or in respect of a resolution passed under rule 12, shall be paid on the termination of the strike, or on the termination of the period specified in the resolution referred to in rule 12, as the case may be. Where a strike shall be terminated by a member without the sanction of the association, or of the general committee, no allowance whatever shall be payable to that member, and he shall be liable to the penalty after mentioned.

15. *Subscription to funds of the association.*—To form a common fund for both general and special expenditure, each member of the association shall be held to be a subscriber of 4*l.* for each person stated to be employed by him in the return made under rule 3. The members shall grant promissory notes for the respective amounts of their subscriptions, which promissory notes shall be payable to to the chairman and treasurer of the association, for behoof thereof, and shall be renewable for such sums, and at such times, as the general committee may determine. It shall be in the power of the general committee to call up from time to time such proportion of the sums subscribed by members as they may think advisable, which shall be recoverable by action at the instance of the treasurer. Such calls shall be made on all the members, and shall be in due proportion to their subscriptions.

16. *Bank account, how kept.*—An account shall be kept in name of the association with such bank as the general committee may select, to the credit of which all monies received for the purposes of the association shall be duly lodged. The account shall be operated on by the chairman, vice-chairman, and one member of the committee; and all cheques shall be countersigned by the treasurer. In the event of its being necessary for the purposes of the association to overdraw the bank account, it shall be competent to do so; and the general committee shall be entitled to lodge with the bank the promissory notes granted by members as a security for repayment of such over-draft.

17. *Liberty to members to withdraw from the association.*—Any member may withdraw from the association on giving six months' notice, on which withdrawal his promissory note shall be returned to him; but he shall first pay his proportion of the actual expenditure of the association up to the time of his withdrawal, and all penalties imposed upon him by the general committee.

18. *Information as to skilled workmen.*—Where a skilled workman shall apply to a member of the association for employment, such member shall be bound to make application, either direct or through the secretary, to, and shall be entitled to receive from, the workman's former employer, if he is a member of the association, information as to the rate of wages he paid to the workman, and as to whether the workman is under engagement to serve such former employer for a period not then expired. If it should appear that the workman is at the time under such engagement, employment shall be refused to such workman by the member to whom application is made.

19. *Apprentices shall not be employed without line of clearances from former employers.*—Members of the association shall not employ—except with permission of the general committee—apprentices, or workmen under agreement, who have been in the employment of other members of the association, without having lines of clearance, or discharge, from all the members with whom such apprentices, or workmen, have been employed.

20. *Foremen shall not be members of trades' unions,*—Members of the association shall not employ as regular foremen members of any trades union, or society, or combination, having for its object the controlling of labour, or which interferes between employer and employed.

21. *Penalty for transgressing the rules.*—In the event of any member transgressing the rules of the association, or any of them, or any resolution of the association, or of the general committee, it shall be competent to the general committee to impose on such member, for each trangression, a penalty not exceeding 1*l.* for each person stated to be employed by him in the return made under rule 3; and if a member shall, for a course of time, continue so to transgress, the general committee may impose on such member a penalty not exceeding 1*l.* per week for each person stated to be employed in the said return.

Penalties when imposed shall be instantly payable to the treasurer, who, failing payment, shall be entitled to sue for recovery thereof, and the same shall, till payment, form a charge upon the promissory note deposited by the member so transgressing.

22. *Temporary pecuniary assistance to be granted to members.*—If, by reason of a resolution of the general committee, or of the association, a strike amongst the workmen employed by a member should either be produced or prolonged, or if, in obedience to a resolution of the association, a member shall cease to employ all or any workmen, the general committee, with the view of lessening the inconvenience arising from these results, or either of them, shall have power to vote to such member out of the funds of the association such sum by way of loan as to the committee shall seem advisable; but the committee, before granting a loan, shall make an investigation into the affairs of the member applying for the same, either by themselves or with such assistance as they may employ, and shall take such security, heritable or personal, and make such terms for repayment, as they may consider proper; and in case the general committee should not consider it expedient to grant a loan to a member applying for the same, they shall have power to allow such member to make such arrangements for resuming work as they may consider advisable.

23. *How rules may be altered or enlarged.*—These rules may be modified or enlarged at a meeting specially convened for that purpose, and of which meeting not less than seven days' notice setting forth the nature of the change to be proposed shall be given. But no such change of the rules shall be made unless approved of by two-thirds of the votes given at such meeting.

24. *Reference in case of dispute.*—Any difference which may arise between the association and any of its members, touching the meaning or application of any of the foregoing rules, or respecting any other matter connected with the relationship of such member to the association, shall be referred to the decision of the Dean of Faculty of Procurators in Glasgow, and the chairman of the Chamber of Commerce of Glasgow, who shall have power to appoint an umpire.

Form of Inquiry in terms of Rule XVIII. Clyde Shipbuilders and Engineers' Association. Employment of skilled workmen. Memorandum. 186

From

To

has applied here for the employment as a . Will you kindly answer the following inquiries with regard to him by return?

1. Has the applicant been in your employment; if so, how long, and how engaged?
2. When did he leave your employment?
3. What was the cause of his leaving?
4. Is he at present free from any engagement with you?
5. What rate of wages did he receive?
6. General remarks.

N.B. These forms can be obtained from the secretary

Rules of Works as drawn up by General Committee, and finally approved of at General Meeting of the Association, 18th July 1866.—Copies to be had from the secretary.

General Rules and Regulations to be observed by Workmen.

1. All persons employed are engaged on condition that they shall observe the following rules and regulations. Those special agreement or indenture will be relieved from such of the rules and regulations as are inconsistent with the provisions of such agreement or indenture.

2. *Working hours.*—The working hours are from six o'clock a.m., to six o'clock p.m., on Monday, Tuesday, Wednesday, Thursday, and Friday, allowing an hour for breakfast, from nine to ten o'clock, and an hour for dinner, from two to three o'clock. On Saturday, the working hours are from six o'clock a.m., to two o'clock p.m., allowing an hour for breakfast, from nine to ten o'clock, making the week's work 57 hours. Any deviation from these hours on account of the season of the year, or outside work, will be arranged by the employer from time to time. The gate will be shut exactly at the hour for commencing work. Any one admitted within 15 minutes thereafter will forfeit a quarter of an hour, and will forfeit a quarter of an hour additional for each additional quarter of an hour, or part of a quarter of an hour he may be late; but no one can be admitted who is more than an hour late. No workman to enter or leave the works at any other than the places appointed for the purpose.

3. *Overtime.*—Workmen shall, if required, work at other hours than those mentioned in rule 2; and any time wrought beyond 114 hours per fortnight shall be considered overtime. Overtime must be given in regularly to the timekeeper as it occurs, otherwise it will not be allowed.

4. *Working out.*—Workmen sent to a distance of more than three miles from the works, will receive as allowance 1s. per day of extra pay. When sent to a distance above one mile, and less than three miles, workmen will not be entitled to any extra pay as allowance, but will proceed to the works on the employer's time, and return on their own. Working in the harbour or within one mile of the works, will be the same as at the works.

5. *Wages.*—The wages will be reckoned by the hour, and paid fortnightly on such day, and at such hour, as may be appointed by the employer, subject to retention for such lying time as is usual in the works. If a workman is dismissed during the currency of a fortntght he will receive his wages at the time of dismissal, unless he be dismissed for a breach of these rules. If a workman who has not rendered himself liable to dismissal leaves the employment of his own accord, during the currency of a fortnight, he will receive the wages which he has earned on the usual pay day. Workmen entering upon employment and absenting themselves without permission before they have completed one day's work will not be entitled to any payment for the time during which they may have worked.

6. *Interfering with workmen.*—Any workman, or class of workmen, interfering with, annoying, or molesting other workmen, or dictating as to how such should or should not be employed or paid, will be subject to instant dismissal, and forfeiture of the whole wages then due.

7. *Accidents.*—No workman shall use imperfect or insufficient machinery, tools, or scaffolding; and it will be the duty of every workman to see that the machinery, tools, and scaffolding to be used by him are sufficient for the purpose. The employer will not be responsible for any accidents arising by reason of the use of insufficient machinery, tools, or scaffolding in contravention of this article.

8. *Tickets.*—Each workman shall take and return his ticket, or otherwise notify his entrance or departure, in the manner usual in the works. Any one found guilty of irregularity in this respect, or of taking or returning the ticket of another, or representing another, shall forfeit the whole wages then due to him, and be subject to instant dismissal.

9. *Absence.*—Any workman absent from his work for a whole day without permission will not be at liberty again to resume without leave.

10. *Account of time.*—Every workman will keep a correct record of the time he has been at different jobs, and enter the same in a book, or on a slate for the purpose, or otherwise give an account of it in the manner usual in the works, or as he may be instructed to do.

11. *Account of material.*—Every workman is required, before taking or using any material, to intimate the same to the person whose duty it is to take account of it, and give the name or number of the job it is for.

12. *Remaining at work.*—Every workman shall continue at the work he has been instructed to execute till the work is finished, or till other orders are given him, or until the usual signal is given for leaving off. If he be found in any other part of the premises without occasion, or engaged at any other work, he will be subject to be fined or dismissed, or both, in the option of the employer.

13. *Jobbing.*—Any workman found jobbing on his own account shall forfeit all right to wages then due to him, and also all right to the articles found in his possession, and shall be liable to instant dismissal.

14. *Care of tools.*—Every workman will be held responsible for the portable tools delivered to him, also for such fixed tools as he may be working with, all which must be kept clean and in good working order; and in the event of his losing, or by neglect or wilfulness damaging the same, he will be obliged to make good such damage or loss, and also be subject to be fined.

15. *Lights.*—Any workman enlarging, altering, or otherwise damaging his gas-burner, candle, or lamp, or leaving his gas, candle, or lamp burning, when he is absent from his work, or when he has ceased work, will be fined.

16. *Fires.*—Smiths, or others, using or working at fires, must see that the same are properly extinguished before leaving them when the day's work is finished, or when they are not further required.

17. *Piecework.*—Every person engaged at piecework will, in all respects, be subject to these rules and regulations, except in so far as they may be modified by special agreement.

18. *Offences.*—Any person found smoking in the works, or intoxicated or bringing in intoxicating liquors, or idling his time, or annoying or molesting his fellow-workmen, clerks, or timekeepers, or in any way hindering or impeding

the progress of the work; or bringing visitors into the works without permission, or using oil, waste, or oakum for any other than the purposes they are intended for, or taking chips or any other article out of the works without the employer's permission, or disobeying the orders of the foremen or managers, or guilty of any act of dishonesty, will subject himself to instant dismissal, and will, in the option of the employer, forfeit the whole wages then due to him, or be fined.

19. *Fines.*—The fine or penalty incurred for any or every breach of the foregoing rules and regulations (where no specified penalty is named) shall be 2*s.* 6*d.*, and shall be deducted from the first pay. All fines shall be paid over for some charitable object.

Form of Agreement with Apprentices, with a cautionary clause, as drawn up by general committee, and approved of by Mr. Rutherford Clark, advocate.—Copies to be had from the secretary.

Minute of Agreement between of the first part, and of the second part, with the special advice and consent of and the said as cautioner and surety, for and with the second party, of the third part.

This minute witnesseth as follows, viz.:—

First.—The second party agrees to serve the first party and the partners of their said company, and any partner or partners that may be assumed into the same, and survivors and survivor of them, whether the business be carried on under the same firm or under a different firm, and that in the capacity of and in all matters connected therewith, and in any another capacity or department of their business in which his services may be required, for the space of from and after the day of

Second.—The second party shall honestly, faithfully, and diligently serve and obey the first party and their foresaids, and their foremen and managers as aforesaid, for ten hours per day, or for such greater or less period per day as the exigencies of the business may require, of which the first party shall be the sole judges, and he shall conform to and observe the regulations in operation, from time to time, at the works of the first party and posted up therein.

Third.—In case of the second party's absence from his employment without leave, he shall receive no wages for absent time, and shall in addition forfeit 5*s.* for each day or part of a day of such absence, which may be retained from his wages; or, in the option of the first party or their foresaids, he shall, at the termination of this agreement, serve two days for each day or part of a day of such absence, and the wages payable in respect of service for absent time shall be at the rate herein-after specified for the last year of this agreement, which absent time shall be ascertained and conclusively fixed by a certificate under the hand of the first party's cashier or timekeeper for the time being. Should the second party be absent on leave or from sickness, whether for a day or part of a day, no wages shall be due to him for the period of such absence; and in the event of the second party being absent from sickness, he shall be bound to intimate the cause of absence to the first party within 24 hours from his last attendance at work, and failing his doing so, he shall be dealt with as being absent without leave.

Fourth.—On the other part, the first party and their foresaids shall pay to the second party during the currency of this agreement, and that on their usual pay days, wages at the following rates, viz.:—

Fifth.—The foregoing wages shall be payable only for time actually served by the second party at the rate of ten hours per day; and when he serves longer or shorter than ten hours, his wages shall be more or less, calculated according to the foregoing rates.

Sixth.—The present agreement shall subsist in full force and effect, notwithstanding any change in the firm of the first party, or in the partners composing the company; but in the event of the company of which the first party is now or may during the subsistence of this agreement be composed, being dissolved, and of the said business being discontinued, this agreement shall thereupon cease and determine, and the said parties shall in that case have no claim against each other for further implement thereof.

Seventh.—The third party binds and obliges himself to the first party, and their aforesaids, that the second party shall faithfully and diligently fulfil the foregoing engagement, under a penalty of 10*l.* sterling for each breach thereof: In witness whereof these presents written (in so far as not printed) by

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Form of Agreement with Apprentices without a cautionary clause, as drawn up by general committee, and approved of by Mr. Rutherford Clarke, advocate.—Copies to be had from the secretary.

Minute of agreement between of the first part and of the second part.

This minute witnesseth as follows, viz.:—

First.—The second party agrees to serve the first party and the partners of their said company, and any partner or partners that may be assumed into the same, and survivors and survivor of them, whether the business be carried on under the same firm, or under a different firm, and that in the capacity of and in all matters connected therewith, and in any other capacity or department of their business in which his services may be required, for the space of from and after the day of

Second.—The second party shall honestly, faithfully, and diligently serve and obey the first party and their foresaids, and their foremen and managers as aforesaid, for ten hours per day, or for such greater or less period per day as the exigencies of the business may require, of which the first party shall be the sole judges, and he shall conform to and observe the regulations in operation, from time to time, at the works of the first party and posted up therein.

Third.—In case of the second party's absence from his employment without leave, he shall receive no wages for absent time, and shall in addition forfeit 5*s.* for each day or part of a day of such absence, which may be retained from his wages; or in the option of the first party or their foresaids, he shall, at the termination of this agreement, serve two days for each day or part of a day of such absence, and the wages payable in respect of service for absent time shall be at the rate herein-after specified for the last year of this agreement, which absent time shall be ascertained and conclusively fixed by a certificate under the hand of the first party's cashier or timekeeper for the time being. Should the second party be absent on leave or from sickness, whether for a day or part of a day, no wages shall be due to him for the period of such absence; and in the event of the second party being absent from sickness, he shall be bound to intimate the cause of absence to the first party within 24 hours from his last attendance at work, and failing his doing so, he shall be dealt with as being absent without leave.

Fourth.—On the other part, the first party and their foresaids shall pay to the second party during the currency of this agreement, and that on their usual pay days, wages at the following rates, viz:—

Fifth.—The foregoing wages shall be payable only for time actually served by the second party at the rate of ten hours per day; and when he serves longer or shorter than ten hours, his wages shall be more or less, calculated according to the foregoing rates.

Sixth.—The present agreement shall subsist in full force and effect, notwithstanding any change in the firm of the first party, or in the partners composing the company; but in the event of the company of which the first party is now or may during the subsistence of this agreement be composed, being dissolved, and of the said business being discontinued, this agreement shall thereupon cease and determine, and the said parties shall in that case have no claim against each other for further implement thereof: In witness whereof these presents written (in so far as not printed) by

XII.—Shipwrights' Provident Union of the Port of London.

Rules and Regulations of the Shipwrights' Provident Union of the River Thames, instituted the 16th day of August 1824, revised and amended the 22nd day of December 1858, for the mutual support of each other, on the just right of a seven years' servitude, and the protection of our aged and disabled members.

"union of sentiment is the strength of society."

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INTRODUCTION.

The operative shipwrights of the port of London having formed themselves into a society, named "The Shipwrights' Provident Union," their object being to elevate the condition of the workman by a system of moral and general improvement in his duty to society and professional avocation, and taking into their serious consideration that the building and repairing of ships should in all cases be performed by skilled artizans, on mechanical and scientific principles, to resist the dangers to which they are exposed, and the element they have to contend with, the vast number of human lives and the immense value of property constantly depending on their firmness and security, it is therefore highly necessary in building and repairing of ships, that skilled artizans should be employed for this purpose, and it is the intention of the members of this society, if possible, to carry out their views by a moral system to support their respectability in society, and protect the interests of their trade, and endeavour to harmonize the various interests of the operative shipwrights in the port of London, and by duly appreciating the interest which does exist between the employer and the employed, will, by every act of their conduct, endeavour to establish that reciprocal confidence which at all times is so essential between workmen and masters (from whom they anticipate a cordial co-operation), and as the object of this society is to improve the condition of its members, and render assistance to the disabled and aged as far as the funds of this society will admit, it is expected that every member will spontaneously assist to carry into effect the design of its founders, that we "unite to protect, not combine to injure," so that we may be one of the happiest, prosperous, and most extensive of the many benevolent societies that adorn the metropolis of the British empire.

RULES, REGULATIONS, &c.

1. That this society be called the Shipwrights' Provident Union, and shall consist only of shipwrights who have served an apprenticeship of seven years at the trade, or worked seven years at the trade of a shipwright, unmolested, previous to the time of his or their application for admission into the society; and to prevent litigation and contention it is further agreed, whatever may be expressed in an indenture produced by any person wishing to join the society, the committee for the time being may reject it if they have any doubt as to the accuracy of such indenture or statement of the person claiming admission, excepting such person will go before a magistrate and make declaration that he has been working at the trade of a shipwright seven years previous to the date of his application, in that case the committee will be justified in admitting such person a member of the society.

2. That all apprentices on the river Thames, on the expiration of their servitude that make application to the committee to join the society, shall be admitted free, and their payments to commence from the date of their application; but should such apprentice neglect for more than one month making application to the committee for admission into the society, he shall then pay the same as any person not an apprentice at the time.

3. That all persons who have not served their apprenticeship on the river, and wishing to join the society, the president shall take the sense of the committee by a show of hands; if any question arise as to the propriety of his or their admission, it shall be deferred to next meeting night to allow time for inquiry, and for such person to procure the necessary information required by the committee, conformable to the first article; every person admitted shall give in his Christian and surname, and pay the sum of three guineas as entrance money: one guinea and one shilling for his book to be paid down, and the other two guineas in 12 months, exclusive of all other subscriptions, or he cannot be entitled to any of the benefits of the society.

4. That every member of this society shall contribute the sum of 1*d.* per day for every day he works, or any other sum that may be agreed on at any general meeting, towards the funds of the society, and that all such payments be made to the committee-man of the yard where such member work, if there be no committee-man to the secretary, who shall pay the same to the treasurer, on the next committee night.

5. That as the benefits of this society can only be secured to its members by the regular payment of their subscriptions, no member will be entitled to any of its benefits whose subscriptions are more than one month in arrears, unless it is through sickness, lameness, or want of employment, or at sea, all of which must be attested by the president, secretary, or committee-man of the yard where such person is generally employed; and in order to prevent any dispute hereafter between the committee and the widow, or the legal representatives of any deceased member, it is ordered that all members will pay all particular attention to this article, for no widow, or legal representative of any member whose receipt book is not attested according to this article shall have any claim on the funds of the society.

6. That all members of the society who do not work at the trade, but have left it and follow some other profession or calling, or live retired, and has the sum of 40*l.* a year coming in, shall pay into the funds of the society the sum of 15*s.* per year, at the rate of 3*s.* 9*d.* per quarter, or 3½*d.* per week, and that every such person while absent from the trade, and only continues the aforesaid payments, will not be entitled to receive the accident money, if meeting with an accident while following any other employment, without paying the 6*d.* per week, and in accordance with the fourth article; and in case of the death of any such

member, his widow or legal representatives will be entitled to receive the whole of the monies due to such deceased member that are allowed by the articles of this society; but should any member as aforesaid be in arrears of payment more than one month at his decease, and his receipt book not attested, agreeable to the fifth article, he shall forfeit all claims on the funds of the society.

7. That any member of the society who is more than four weeks in arrears, and his receipt book not properly attested, must pay at the rate of 6*d.* per week for every blank, in accordance with the fifth article.

8. That any member of the society who is more than 12 months in arrears in his payments will not be allowed to pay them up, but must re-enter the society and pay the sum of three guineas, except a member at sea, and he must conform to the ninth article.

9. That should any member of this society go to sea, he shall make all his payments good up to the time of his going away, and appoint some one to pay for him while absent, or leave with the committee or secretary a promissory note, that on his return he will pay up all arrears that may be due to the society; but should any sea member on his return home neglect paying his arrears more than one month after his return from sea, he shall be fined 5*s.* and excluded from all benefits of the society until the arrears and fines are paid; should any sea member of this society be shipwrecked or burnt out of his ship, such person shall draw up a fair statement of his loss and send it to the secretary, who shall lay it before the president and committee; the committee shall examine the case of the applicant, and if they consider the appeal just, they may award him such sum as they consider a necessary compensation for his loss, not exceeding 10*l.*; should any sea member die on his voyage, his arrears shall be paid up to the time of his death by his claimant.

10. That at the death of every free member there shall be paid to his widow or legal representatives, three-fourths of the money he has paid into the society until it amounts to 10*l.*; and a further sum of one-fourth in the pound, for all money that he has paid in above 13*l.* 6*s.* 8*d.* until the whole amounts to 20*l.* No greater sum to be paid at the death of any member. That all persons joining the society, agreeable to the articles, shall at the expiration of six months be entitled to all the benefits of the society, provided they have kept their payments good and fulfilled the condition of their entrance, but should any new member die before the expiration of six months, then his widow or legal representatives shall receive a portion of his subscription paid, in accordance with the article.

11. That every member when he has belonged to the society 16 years, and kept his receipt book regularly attested, shall be eligible to make application to have his name placed on the list for the weekly allowance at the age of 60 years. Any member when he has belonged to the society 21 years, and kept his receipt book regularly attested shall be eligible at the age of 56 years; and any member belonging to the society 30 years and kept his receipt book regularly attested, shall be eligible at the age of 52 years; and the same shall be applicable to all re-admitted members from the date of their re-admission.

12. That should any member of the society, when at work meet with an accident, provided such accident is not caused through his own misconduct, and does not happen before six o'clock in the morning, or after six in the evening, (except docking or undocking, on which the committee shall determine,) be prevented from following his employment, he shall give notice thereof in writing to the secretary; the notice must be signed by the committee man of the yard where he met with his accident, stating the nature of the accident and place of residence, accompanied with his receipt book; and provided on the examination of his receipt book, proof is given that it was attested according to the fifth article, at the time of his accident, the secretary shall be empowered to give such member out of the funds of the society, the sum of 8*s.* per week for 12 months, and should such accident terminate in a permanent disability, he shall have 4*s.* per week as long as it continues, provided the stock of the society exceeds 3,000*l.*

N.B.—Any member receiving the pension money and able to work, if meeting with an accident, will only receive one-half of the weekly sum allowed for accidents.

13. That every free member of this society meeting with an accident, must send his note of declaration on the society to the secretary, within six working days from the day he met with his accident, or he will not be paid for that week.

14. That every member on the accident list shall send a declaration off the society, to the secretary, before looking after work, or be fined 2*s.* 6*d.*

15. That the committee be empowered to call in any medical man they think proper, if they have any doubt that the member is not suffering from the accident as described in the note any time after ten in the morning and before five in the afternoon, and such expense to be paid out of the funds of the society.

16. That every member who stands a defaulter on the society's books will not be allowed the accident money; if not paid before his decease, the deficieney will he deducted out of the death money.

17. That a general meeting be held every three months, viz., the last Monday in January, April, July, and October, at such time the committee may appoint, when all the cash accounts of the society, for the quarter, shall be read for the information of the members, and all matters which may tend to the benefit of the society shall be discussed and determined on, and what is carried by and at a general meeting shall be final.

18. That any member of the society who may have anything to bring before a general meeting, of any importance, must give three months' notice to the committee in writing stating the substance of his motion, and that to be read at the general meeting preceding the member bringing his motion forward, so that the members may have time to consider on the matter, except in cases of emergency, and that to be left with the president, secretary and committee; all financial questions, also all questions of importance to be decided by voting papers by free members only.

19. That a president be chosen at the quarterly meeting in July, who shall act as such at all meetings when and wherever they may be; he shall strictly enforce the rules of the society on all occasions, and in case of division upon matters before them, and the votes being equal, he shall be entitled to a casting vote.

20. That a secretary be chosen at the quarterly meeting in July; he shall summon and attend all meetings of the society, and take down in writing all the business and minutes of the meeting, answer all letters, and execute the orders of the committee, keep up the correspondence with the out-ports, and with the president sign all orders of the committee, and provide all books and stationery for the use of the society, at the society's expense; if he neglects to attend any meeting within half an hour of the time specified, he shall be fined 4*d.*, and if away the whole evening, 2*s.*; he shall be required to execute a bond of 50*l.* for the due performance of his office.

21. That a vice-president be chosen at the quarterly meeting in July, who shall act as such at all meetings; he shall assist the president in conducting the business of the meetings and in case of the absence of the president, to take his place; he shall enjoy the same rights as a committee man on all subjects of discussion.

22. That a treasurer be chosen at the quarterly meeting in July, in whose hands the committee shall intrust such sums of money as they may consider proper, so that in case of emergency they may have means of obtaining pecuniary assistance; and every treasurer shall give security for the due performance of his office in a bond of 100*l.*

23. That the committee shall be chosen by the members of the society, in each yard where they may work, to act as their representatives in the committee, and all such persons who may be chosen shall continue in office 12 months; any member who has served on the committee, or in any other office in the society, is not thereby rendered ineligible for re-election, should the majority of his electors think him worthy of their future trust and confidence, but not for more than three successive years; and for his services each committee man shall receive 2½ per cent. on all money he may pay to the treasurer, providing that, at the auditing of the members' receipt books, he may not be found a defaulter with his accounts. N.B.—No committee man to be considered a defaulter if his arrears are paid when he is made acquainted with it by the auditors or secretary.

24. That there be chosen by the committee four members of the society as trustees, in whose joint names the surplus money of the society shall be invested, and placed out to interest, as the committee may direct from time to time, and whenever the sum invested in four names shall amount to 1,000*l.* then the committee shall appoint four other members, observing the same rule.

25. Any committee man absenting himself more than two nights following shall be considered as vacating his seat. In such case the secretary, by order of the president and committee, shall go to the yard where such committee man belongs, to inquire into the cause of such neglect, and if the person elected objects to do his duty, to elect some other to represent them in the committee, but in all cases of sickness or lameness to be exempt. Where a committee man cannot attend, to send a written notice to the committee, stating the cause of his absence, with his money and list, during the sitting of the committee, or be fined 1*s.* 6*d.* for each time of neglect, and not be eligible to receive any benefit until such fine or fines are paid.

26. That the anniversary of this society be held on the 16th of August, excepting such day fall on a Saturday or Sunday, in which case it shall be kept on the Monday following, when the members shall meet and go in procession to some place appointed by the general meeting to dine; each free member attending shall pay 2*s.* 6*d.* for his ticket.

27. That every member taking a ticket for the anniversary dinner, and not paying for it before the October quarterly meeting following, he will not be allowed the accident money.

28. That no member of this society shall introduce any subject for discussion at any general meeting which is not connected with the trade; and any member persisting in disturbing a meeting, after being called to order by the president, shall be fined 2*s.* 6*d.*, and be suspended from benefit in case of accident until such fine be paid.

29. That should any member present himself at any of the society's meetings in a state of intoxication, by which the order of the meeting shall be disturbed, or be guilty of swearing during the time of the meeting, the president shall call such member to order, and should such disorderly member or members persist in their misconduct, he or they shall be fined 2*s.* 6*d.* each, and excluded from all benefits until it be paid.

30. That no member is eligible to vote at a general meeting of the society, on any question, excepting such member has fulfilled the conditions of his entrance, or who is a defaulter on the society's books, or any member that is more than four weeks in arrears. That no member shall speak twice on the same subject, except the mover, who shall be allowed to reply before the chairman puts the question to the meeting.

31. That the committee shall meet as often as the affairs of the society require, nine of whom shall form a quorum; all committee, special, and quarterly meetings to be held alternately on each side of the river Thames, the time of meeting from five to nine in the evening. Should the business of the society be of such importance that the articles do not provide for, or the committee able to determine, the president shall direct the secretary to summon a general meeting with all possible despatch, at which meeting the business shall be discussed, and finally settled by the members then present.

32. That for the better security of the society's bills, bonds, and such other papers and books as the committee may think necessary to deposit therein, an iron chest be provided, and placed in the charge of the secretary; also a strong box for each side of the river, with three locks and keys of different construction; the president for the time being to hold one key, and two committee men to hold the others for 12 months; that the president and the two committee men shall see that all documents which ought to be deposited in the box shall be put therein.

33. That the committee for the time being shall have power to award an equitable remuneration to all officers or other members of the society that may be employed by them on any business or duties relating to the affairs of the society.

34. That at any time the committee have occasion to draw on the treasurer in his absence, they shall direct the secretary to draw up an order on the treasurer, to the amount they may consider necessary; and such orders shall be signed by the president and secretary, to which order the treasurer is requested to pay such demand, and it shall be to him a sufficient guarantee.

35. That all claims on the society be laid before the president, who shall examine them and submit the same to the committee and take their opinion upon them; if approved of, an order of payment shall be given on the treasurer.

36. That as members of one society we are desirous of avoiding all disputes, and endeavour to harmonize the several interests of the society, we do therefore resolve that no member of this society will enter into any lawsuit one with the other, or take an unfair advantage of each other, in any part of our employment; but that everyone employed on any job, shall be allowed a just and equitable proportion of value, one part with the other, according to the price agreed upon; should any dispute arise between the several parties employed on the job and cannot be satisfactorily adjusted, the party aggrieved may, if they think proper, draw up their case in writing, and give it to the president or secretary, who shall lay it before the committee on their next meeting night for the purpose of their adjudication, and the committee shall be at liberty to call upon and examine such evidence as the case may require; after hearing all the evidence for and against, shall give their opinion; whatever decision they may come to shall be binding on all parties.

37. That no member of this society shall engross a greater quantity of work than what he can accomplish by working regular hours, viz., not before six o'clock in the morning, nor later than six in the evening; and that no candle-light work be performed after the people on the outside have left work, so that every opportunity may be given to those out of employ, that the principles of union and friendship may be cultivated amongst all the members of the society.

38. That every member of this society do regulate his taking of jobwork of every description according to the society's price book, or the current price of the river; that all members who may engage in such jobwork, and have occasion to employ others with them in completing such job, shall at all times employ good members of the society; and that every member so engaged by another shall share equally, according to the time of labour performed on the job, with those who had first taken the aforesaid job, so that every transaction between the members of this society shall be conducted on the principle of equity with each other.

39. That should any members of this society engage with any employer for a job wherein the parties mutually agree that the said job shall be paid for according to the prices set forth in the society's book of prices, or the current price of the river, that after the said job is finished in a proper manner and according to agreement, the employer should refuse to pay the price agreed upon, it is requested that the member so aggrieved, should immediately apply to the committee man of the yard where the dispute takes place and state to him their grievance, and the committee man shall consult the president and secretary on the business, and if their joint opinions are that it requires despatch, the secretary shall summon a meeting of the committee as soon as possible, who shall investigate the matter in dispute, and advise the aggrieved members in what manner to proceed in the dispute between them and their employer; and the committee shall allow to such aggrieved members such compensation as they may consider consistent with the principles of equity, provided they conform to this article.

40. That every aged member receiving the weekly allowance and residing more than five miles from the society's meeting houses, is required to send a note to the society every three months, signed by a medical man or a clergyman, or his own signature, if known by the secretary or any of the committee, as evidence of his health.

41. That every member of this society shall consider he has a duty to perform in assisting to consolidate this society. It is most earnestly requested that every member will assist the committee men in the several yards in the execution of their duty to the utmost of their power, by forwarding their subscriptions, for it is much easier for the several members to attend on the committee man than the committee man to wait on each individual member; therefore it is henceforth ordered that no member will neglect to pay or send his subscriptions to the committee man of the yard where he is employed, and that no member will be more than one month in arrears, and that every member do make a faithful return of all time he may work, and of all matters tending to the good of the society; by so doing that spirit of union will be kept up amongst each other, that will make the duties of a committee man a pleasure instead of labour and inconvenience.

42. That the committee for the time being shall have power to make such byelaws for the good of the society as they may consider essential, but not to alter the spirit and meaning of those articles passed at a general meeting.

43. That two auditors be annually elected, for the purpose of auditing the accounts of the society. The members receipt books to be audited every two years.

N.B.—The foregoing rules shall be binding and conclusive to all intents and purposes on all members of this society, and as every member must have a book of rules at admission, no plea of ignorance will be allowed against any of the penalties contained herein. Any member losing his book of rules, can have another by paying 6*d.* for it.

Peter James Robson, President.
Thomas Marr, Secretary,
25, Stanley Terrace, Lower Road,
Deptford.

Form of Sea Note.

Date.

I, member of this society, being about to proceed on a voyage to in the ship do hereby promise to pay all arrears that may be due to the society on my return.

XIII.—Friendly Society of Operative Stonemasons.

Laws of the Friendly Society of Operative Stonemasons, established 1833, the following code having been agreed to by the society, July 30th, 1868, and came into operation November 9th, 1868.

"UNITY, FRIENDSHIP, AND TRADE."

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PREFACE.

Where unity is, and friendship fair,
Light are the burdens we have to bear.

The Society of Operative Masons has been established some 36 years, and during that period great beneficial changes in our social position have been achieved, and those who have appreciated the general usefulness of the society have been to a great extent rewarded for their adherence to its principles. Every individual who has chosen the calling of an operative mason has a direct interest in common with those similarly engaged, and as an intelligent and rational being is in duty bound to make such provision for himself, and those dependent on him, as will secure not only an equitable share of the wealth produced by his labour, and thereby improve his social position, but more time for recruiting his exhausted physical energies, for the cultivation and development of those high and noble faculties with which his Creator has endowed him. Without the realization of these worthy objects set forth, man cannot feel that he has attained the full stature of an independent manhood, a feeling essential to his full development and highest usefulness. To spread the glorious principles of our beneficent society should be the desire of every member, with the view of an easy attainment of those objects which, in conjunction with the wisdom expressed in the Revised Code of Laws now submitted, will bind the whole together in a firm and unconquerable phalanx of friendship, unity, and usefulness.

The constitution of the society is available for the assistance of unemployed members, the support of sick and disabled members, also for rendering aid to the relatives of deceased members, their wives, and children, and is a protection from aggression on the rights and privileges of the trade. It has therefore been the pleasure of the society to decide on this revision of the rules with a view of keeping pace with the progress of the times, as well as to meet the progressive requirements of the trade, whereby the interests of all may be more blended together and more effectually protected. There is much attention required of each member to carry out the objects stated in the following pages, and much more depends upon the due attention of lodge officers, as in general they are looked upon by their fellow members as men always prepared to give a direct answer to questions from those members who have little acquaintance with the working of the society. In directing attention to the foregoing sentiments on the capabilities of the society, it may be truly regarded as the only safeguard of the member's interest, the only protection of his trade; and in consideration of the great and manifold benefits it confers, it is the bounden duty of every member to devote his energies to further its advancement and greatness, and while securing our best interests in this life, we shall thus bequeath to future generations the blessings of everlasting advantages which we, in conjunction with those who have gone before us, have by united action secured for them, that of the full enjoyment of the produce of their labours.

Yours in union,
RICHARD HARNOTT,
General Secretary.

Central Offices,
Bolton, Nov. 1868.

LAWS, &c.

CLASS I.

Guidance of Lodges—Officers' and Members' Duties.

1. That this society be called the "Friendly Society of Operative Stonemasons," its objects being to mutually support each other while in search of employment, and also in case of sickness or accident, and for the interment of deceased members; as also to regulate the price and lessen the hours of labour.

2. That we agree to render support to trades in union for the purpose of resisting any infringement that may be offered against their rights and privileges. The lodge applied to for such purpose shall investigate the case, and, if thought deserving of support, to report the amount of assistance required to the central committee, to be submitted to the society in the following return; the votes to be taken within 28 days.

3. That no lodge enter into any arrangements with any other trade which may tend to lead the society into any expense, without receiving its consent, or they will be compelled to refund any money so expended before eligible for protection.

4. That each lodge be governed by a president, vice-president, treasurer, secretary, tyler, and conductor, who shall remain in office for three months, (the secretary excepted, who shall remain in office six months,) and be elegible for re-election. Members who have not served office for three months immediately previous to the then running term of office refusing to stand their nomination, shall pay a fine of 1*s.*; but if elected and refusing to serve, to pay a fine of 2*s.* 6*d.*, unless satisfactory reason be given to the lodge for his noncompliance. It shall be optional with members who have been once nominated on election night whether they shall be again nominated for any succeeding office, and no member to be elected who is out of benefit. Members to be eligible for election whether they are in the lodge room or not; and no member to be fined who can neither read nor write explicitly, to fulfil an office he may be elected to. Any secretary or treasurer leaving office without giving a satisfactory account of the money and books under his care, shall pay a fine of 10*s.*; and as the due attendance of officers is essential, those who neglect their duty to be fined according to the following table, unless a sufficient apology be received by eight o'clock each lodge night, nine o'clock being considered as non-attendance.

	Late Attendance.	Non-attendance.
	s. d.	*s. d.*
President - - - -	0 4	0 10
Vice-president - - -	0 3	0 8
Secretary - - - -	0 8	2 0
Treasurer - - - -	0 4	1 0
Tyler - - - -	0 2	0 6
Conductor - - - -	0 2	0 6
Chairman of committee - -	0 2	0 5
Members of committee - -	0 1	0 3
Delegates not reporting mission -	0 9	2 6

5. Any member wishing to speak must rise and address the president as "Worthy President," and the rest of the members as "Brothers," or forfeit 1*d.* Any member attempting to speak before the first has sat down, shall forfeit 2*d.*, the privilege of speaking to belong to him who first rises. And no member in open lodge shall be allowed to speak more than twice upon any question; but the proposer of the question shall be allowed to reply.

6. Any member becoming an employer, and being desirous of withdrawing from the society, shall, by giving notice to his lodge, and paying up all demands, be exempt from paying contributions, if he remain an employer 12 months, and does not act in any way against the society. Should he afterwards become a journeyman he shall be re-admitted without paying fresh entrance money to the trade fund, and also to the trade and sick fund if previously a member of it, and not above 50 years of age. Such trade and sick member to produce a surgeon's certificate, stating that he is in good health, and in both cases to contribute three months before being entitled to benefit; the same to apply to members emigrating or going into any business not connected with the trade; such member to apply for re-admission within three months after resuming the trade, or not to have the privileges above specified.

7. If any member attend the lodge meeting intoxicated, and is turbulent, he shall be requested by the president to withdraw, and if he refuse, to pay a fine of 1*s.*; and if he refuse a second time, to be turned out for that evening. In all cases the tyler to prevent, as far as possible, any member entering the lodge room in a state of intoxication. Any member interrupting lodge business to be fined 1*s.*

8. If any officer leave his seat while the lodge is open, without appointing another to it, he shall forfeit 1*d.* If any member swear, or use abusive language, he shall forfeit 2*d.* for the first offence, 4*d.* for the second, 6*d.* for the third; and if he persists in using such language after being cautioned by the president to desist, he shall be expelled the lodge room for that evening.

9. Any member bringing a charge against another member, which he cannot prove to the satisfaction of his his lodge, or upbraiding another with respect to his conduct on society matters, so as to cause a quarrel, such member or members to be summoned before a general meeting of the lodge, and its decision to be final, and if the case merits a fine, such fine not to exceed 5*s.* No report of misconduct or any other charge which may be brought against a member or members, be sent to the C.C. for publication in the return, until the question has been fully investigated and a clear case made out against him or them. Any secretary sending a report under any other circumstances to be fined 5*s.*, to be added to the funds

10. The president, or in his absence the vice-president, or members present, to see all fines are strictly enforced, and if not immediately paid, the secretary to add them to the member's arrears. The president, vice-president, and tyler to be remunerated for their labour, and those lodges not exceeding 50 members, the president's remuneration not to exceed 6*d.* per night, vice-president's not to exceed 3*d.*; lodges containing 50 members and upwards, the president's remuneration not to exceed 1*s.* per night, vice's not to exceed 6*d.*

11. That all contribution and cash books, laws, cards, cheques, &c., be supplied to lodges by the central committee, and a correct account of all goods issued to be kept, and all lodge secretaries to send a receipt for the same when received.

12. That laws, cards, cheques, &c. not immediately wanted be kept in the lodge box, a sufficient number for present use being given to the secretary in lodge or committee. That an account be kept by the chairman of the lodge or committee of the number given to the secretary, who shall read the lodge accounts, and the vice-president the minutes of the previous evening, every lodge night before nine o'clock; and the secretary shall state whether he has disposed of any; and if so, to whom; and when secretaries are elected, an inventory of the goods be taken by the quarterly auditors, and the secretary to be accountable for them, and on leaving office to deliver those remaining to the quarterly auditors, with an account of those parted with, to be compared with the inventory. Secretaries when sending for goods to the C.C. to state the number required.

13. That each lodge appoint a committee of three, who, with the secretary and treasurer, shall audit its books and shall be fined 1*s.* for non-attendance; they shall state the number of members in benefit and out of benefit, in time for the result to be read in open lodge on each quarterly night. Secretaries to enter all names with amount of arrears over 14 weeks' date, to be placed in a conspicuous part of the lodge-room. Any secretary forwarding quarterly account sheets to the C.C. without the auditor's signatures, shall be fined 2*s.* 6*d.* Auditors to be particular in examining over the lists of members payments and arrears, according to the following table:

Names.	1868.					
	Feb. 11.		Feb. 25.		Mar. 10.	
	Arrears due.	Amount paid.	Arrears due.	Amount paid.	Arrears due.	Amount paid.
	s. d.	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*
Joseph Moore -	3 6	2 0	2 5	1 6	1 10	1 10
Isaac Hughes -	5 0	1 6	4 5	3 0	2 4	2 4
William Crowther -	7 6	3 9	4 8	4 0	1 7	1 7

N.B. This table is taken for the payments of a trade fund member at 5½*d.* per week.

Auditors neglecting to do so to be fined 1*s.* Each lodge to regulate its own time of meeting; and auditors to be paid 1*s.* each per audit night, secretaries, treasurers, and relieving officers included.

14. If any secretary resign his office before his time has expired, a committee shall audit the books, and hand the accounts to his successor; and, should he not give sufficient reason for resigning, he shall be fined 10*s.* The president of each lodge to see that this rule is strictly carried out.

15. That the members meet at their several lodges at least once a fortnight (secretaries and treasuries excepted), who shall meet every Saturday evening to receive contributions, where lodges contain 50 members and upwards; and a quarterly meeting be held in each lodge on the first regular meeting night in March, June, September, and December. The books of each lodge to be audited previous to each quarterly meeting, at which the auditors shall give a detailed account of every item of income and expenditure, and then to be forwarded to the central committee. Secretaries failing to send their quarterly accounts to be fined 5*s.* for each offence. Any auditor knowingly giving an incorrect report of the quarter's accounts to be fined 5*s.* for each offence. All members' names and arrears out of benefit, a list of such members to be got up by the secretary, and members' names, in benefit, be taken at the door by some one previously appointed every quarterly night. Members residing within three miles of the lodge house, not attending quarterly meetings at the time the names are called, shall forfeit 3*d.* unless a satisfactory written apology be sent to the president of the lodge. Any member found guilty of writing an apology or apologies for absent members, or making false statements to free such members

from being fined, the offending member to be fined 3*d.* for every offence; also secretaries (or any other officer) overlooking or otherwise wilfully omitting any member's name, when the roll is called, to be fined 3*d.* for each offence. This latter resolution to apply to rule 26 in this class.

16. That the secretary of each lodge containing 10 members or upwards shall transmit fortnightly, and those under that number monthly, to the central committee a correct balance sheet of the income and expenditure of his lodge, the name of each new member, with date of entrance or re-entrance, and each member who has drawn or renewed a card, with date and amount paid for the same, the number of votes taken for or against each question submitted for consideration, the name of each sick member, deceased member, deceased wife or child, for publication in the return next issuing, or pay a fine of 1*s.* for each neglect. Each lodge to pay its secretary according to his labour. Secretaries neglecting to send their number of members in and out of benefit with their return sheets, or be fined 6*d.* None to be considered in benefit who are above 14 weeks in arrears; and those neglecting to prepay their letters when writing to the seat of government, or any other lodge, on matters connected with the society, to pay a fine of 6*d.* for each offence, and the central committee to see that the fine be inserted in the following return.

17. That all lodges transmit forthwith to the central committee all money not immediately required for the disbursement of their local expenditure. No lodge to hold a balance of surplus more than 10*l.* Any lodge refusing to comply to receive no benefit from the society until it has given satisfaction for such neglect of duty. No lodge to be suspended without the sanction of the society.

18. Members may speak in any lodge, but only vote in the one of which they are members, except on the election of central corresponding secretary, or assistant, the removal of the duties of the central committee or annual auditors, and accident applications, on these particular questions all payable members to be allowed to vote. Members on society's business may vote on any question. The C.C. to appoint the date when the lodges are to vote on those questions. Members known to disclose lodge business to employers, foremen, or anyone not connected with the society, or to carry tales tending to the injury of his fellow workmen, to be fined 10*s.* for each offence. No anonymous letters to be noticed; and no secretary to make use of any information he may receive privately, unless he states at the time when and where, how, and from whom received; and no officer or member hold private correspondence with the C.C.S. on society matters under a fine of 2*s.* 6*d.* for each offence. This to apply to the C.C.S.

19. Goods purchased for the use of the society to be produced in lodge or committee meetings, along with a receipt for the payment of the same.

20. Shop stewards to be allowed 6*d.* for every 10*s.* they collect. All monies collected by shop stewards be considered the society's property, and neglecting to pay what they do collect to the treasurer on the first lodge night, if within three miles, to pay a fine of 1*s.* Shop stewards not leaving their account books satisfactorily when they leave office to pay a fine of 2*s.* 6*d.* Lodges to appoint shop stewards, who shall leave their address with the lodge secretary when elected, and if they allow paying and non-members to work longer than the second lodge night after commencing work, without making a payment, and failing to report such cases to the lodge, to be fined 1*s.* for each offence.

21. That delegates in the locality of the lodge house, not exceeding three miles, be allowed the current wages, with 2*s.* per day expenses; to any greater distance 8*s.* 6*d.* per day, with coach fare, Sundays included. No delegate to charge more than he pays, and not to be allowed any higher than a second-class fare.

22. That any member who may fraudulently draw or misapply money belonging to this society shall refund the same at 5*s.* per week in addition to his contribution, along with a fine of 2*l.* and be suspended from all benefits for 12 weeks, after clearing up, and not be eligible to hold office for two years from date of clearance And also the lodge of which he has been a member shall make inquiries if this offence is punishable by the criminal law, and if found to be so, they shall institute proceedings against the party so offending, after receiving the sanction of the C.C.

23. That an annual revised list be printed, without a picture, showing the names of those who have worked in opposition on strikes, the names of those who commit frauds or defalcations classified under their respective headings, with the amount of fine for such offence. All offenders whose names date more than 12 years from the date of issue, to be erased; and the names of members owing local levies or fines less than 2*s.* 6*d.* be published every six months attached to the return. Secretaries neglecting to forward such fines, &c., for publication once every six months, to be fined 2*s.* for such neglect; no item under 2*s.* 6*d.* to appear in the offenders' list. Price 1*d.* each; lodge officers and shop stewards to be allowed a copy gratis.

24. Each lodge may make its own byelaws, but not in opposition to these laws, such byelaws to be equally binding as our general laws, and all fines for violation of such byelaws to be added to the member's arrears.

25. When a motion for an extra levy be made, summoned meetings must be called to consider the propriety of granting it—one summons to be sufficient for one job. The votes to be returned to the central committee within 28 days of the date of return in which the motion appeared.

26. In cases of motion of local levies, summoned meetings to be called to consider the propriety of such levies, and if decided by a majority, the same to be binding on the members of the lodge or lodges, such levies to be entered in a book kept for that purpose, and any resolutions passed at such general meetings, the same to be binding. Members not attending summoned meetings to be fined 3*d.* each, unless a written apology is forwarded, stating the reason for non-attendance. All summonses to be served by the shop stewards of the respective jobs. The chairman of such meetings to be remunerated same as president.

27. In towns containing more than one lodge, when a necessity for a local levy arises, each lodge shall elect one or more delegates, who, with the others so elected, shall form a committee, who shall forwarded to each lodge the question at issue; the members to vote in their respective lodges; the result to be forwarded to the committee, and the majority of votes to be binding on the whole lodges; each lodge to summon its own members.

28. That the address of all our lodges be printed every quarter, on a sheet, as a "guide," for the use of unemployed members, showing those which are relieving stations, the same to be sold for one halfpenny each, and that the address of all secretaries be published in the return once a quarter by the C.C.

29. That every member be furnished with a copy of these laws, for which he shall pay 2*d.*, and if not paid, to be added to his arrears. Travelling and contributions cards to be charged 1*d.* each.

Class II.

Guidance for Members of Trade Fund only.

1. Any individual wishing to become a member must be proposed by a payable member of the society, who shall be responsible for his being of the trade; a majority of those present to decide whether he be admitted. No one to be admitted without strict inquiry as to his fitness. Individuals who are admitted or re-admitted and who are upwards of 50 years of age to be entitled to half funeral allowance, and half accident provision on the payment of half accident levies.

2. That the entrance money be 5*s.*; second time, 10*s.*; third time, 15*s.*; fourth time, 20*s.*, and so on in proportion; and any one entering under a false statement shall forfeit the amount paid. Contributions, 5½*d.* per week. Individuals neglecting to pay their full entrance money within eight weeks from date of first payment to forfeit the amount paid, unless sickness occurs, when, on the production of a surgeon's certificate, the time of illness to be deducted from the restriction of eight weeks. Contributions to commence from date of first payment in the lodge. Benefits to commence from date of full entrance money, according to the various restrictions specified in these rules; and any member allowing two years to expire without making any payment be no longer considered a member, but may be re-admitted by paying fresh entrance money.*

3. That members become entitled to the provision for funerals, specified in this class, in case of death, whether from accidental or natural causes, to half the funeral provision when a six months' member, and in full at the expiration of 12 calendar months from the date of entrance.

4. Payable members when sick to pay one half-penny per week for funerals, and if registered to the children's funeral fund, three halfpence; and be exempt from paying contributions and levies to the trade fund, providing they give written notice to the secretary of the lodge of which they are members within one week after their being taken ill, and within one week after their recovery; paying members to be clear on the books before being exempt. Members on recovery from sickness, and who have been exempted from paying contributions in consequence, neglecting to give notice on the first lodge night to be fined 2*s.*, or the amount exempted if under 2*s.*

* N.B.—The 5½*d.* contribution stated in this rule is intended to meet accident provisions and superannuation claims, as stated in 13th law in this class.

5. Any member allowing his arrears to exceed 14 weeks without clearing on the books to be suspended four weeks; but should death occur to a member, member's wife or child, within 18 weeks, half the funeral allowance to be allowed; and in case of 24 weeks elapsing without being clear, to be suspended 14 weeks and receive none of these benefits until the expiration of that term. Any member allowing his arrears to exceed 14 weeks to pay 2*s.* 6*d.* per week until clear; this rule to be strictly enforced in each lodge.

6. That at the death of a member who may have conformed to the fifth law in this class, his wife, next of kin, or nominee, shall, by making application in the proper form (see last page), accommpanied by a surgeon's certificate, marriage lines, date of entrance, and list of payments for the previous 24 weeks, the same to be sent to the C.C. when a remittance is required for the funeral money, shall receive 12*l.* At the death of a lawful wife of a payable member, on the production of a surgeon's certificate and marriage lines, he shall receive the sum of 10*l.*, providing he has six months previously paid 1*s.* for registering the name. The member to recive a printed form of receipt on the payment of registration fee of his wife. The age, name, and date of registration to be sent to the C.C., to be inserted in the society's general registry, accompanied with a surgeon's certificate of her general health. No member's wife to be registered above 45 years of age; and if there be any doubt as to age, a registrar's certificate to be produced. At the death of a member's child he shall receive 2*l.*, providing he has contributed 1*d.* per week to the children's funeral fund three calendar months prior to a child's death, this payment to embrace the privilege for a member's family. The application for funeral money to be accompanied with a surgeon's certificate of death, and marriage lines. Such children to have been born in wedlock, and under 20 years of age; but should the marriage state have been entered into under that age, the parent to have no claim to a burial fee. Stillborn children exempted from funeral money. Widows of deceased members whose names have been registered six months prior to a member's death be allowed to pay 6*d.* per quarter, and if such deceased member has contributed to the children's funeral fund, the widow be allowed the privilege to continue the weekly payment of 1*d.*, providing her name had been previously registered six months prior to her husband's death, and at her death the next of kin, or nominee, shall receive 8*l.*, providing she remains a widow and has paid the funeral levy every quarter, and in no case has exceeded two quarters in arrear. A second wife may be registered at the expiration of one year from the death of the first wife on the payment of 2*s* 6*d.*

7. At the death of a payable member who has no relation near him, the society to see him interred. Any surplus remaining after the debts contracted during illness are paid to be added to the society's funds if bequeathed to no other purpose.

8. Builders of stone in England, Ireland, Scotland, or Wales, by serving a legal apprenticeship, are eligible to become members of the society.

9. Working overtime tending to our general injury by keeping members out of employment, shall be abolished, excepting in case of accident or necessity, but no strike to take place for the abolition thereof without a special grant. Where members persist in working overtime in opposition to the lodge of which they are members, that they be fined at the discretion of such lodge. A lessening of the hours of labour would prove a great remedy for the wrongs we suffer, and may each member speedily perceive how deeply he is interested in its attainment. It is also requested that lodges harassed by piecework, or sub-contracting, do apply at a reasonable time for a grant to abolish it. Where sub-contracting or piecework are abolished, such is binding with the society.

10. That in all localities where artificial light has not been the rule, lodges will be justified in resisting its introduction, and that all lodges, where this system is the rule, shall use their utmost endeavours to abolish it.

11. That members, through old age or infirmity, who are not able to earn the current wages, shall be allowed to make their own arrangement with employers, and that their contributions be reduced in proportion to their wages, and when not able to work at their trade, to pay one halfpenny per week to entitle such members to the funeral benefits, providing they have been members 10 years previous.

Apprentices.

12. Boys entering the trade on no occasion to exceed 16 years of age, and to be legally bound apprentice till 21 years of age. No boy to work more than three months without being legally bound. Individuals who make application within one month after the expiration of their apprenticeship may be admitted for 2*s.* 6*d.*, and to the provisions of class III. in case of sickness for the additional entrance of 2*s.* 6*d.* The sons or stepsons of masons be allowed the scale of initiation the same as legal apprentices at the age of 18 years; but should any such application exceed one month above that age, to pay full entrance money. The sons or stepsons of members be allowed to be apprenticed to their fathers or stepfathers (under a certain limit), providing the father or stepfather make application to his lodge and deposit 1*s.* for each time; the same to be sent to the C.C., to be inserted in a book for that purpose. No boys to be admitted into this society under 18, and none to obtain the privilege of this law except they have been legally bound or are masons' sons or stepsons; all others must pay full entrance money, subject to the second rule in this class. Each locality to use the best means of carrying out the full restrictions of this law. Any employer in any locality introducing an unreasonable number of apprentices, the same to be made a lodge question and the decision of the lodge to binding.

13. That members be entitled to superannuation according to the following scale of conditions:—For 10 years' membership, 4*s.* per week; 15 years, 6*s.* per week; and for 20 years, 8*s.* per week. This rule to apply only to members who will not again be able to follow the trade. In lodges where there are over 50 members, such lodge to decide; if under 50 members, the society to decide. Any member who shall join the second or third time, such benefits to commence from the last date of entrance. To carry out the above, that 1*d.* per week be added to the contributions.

14. That any member of the trade desirous of providing for himself in case of sickness may be admitted to the provisions subject to the laws laid down in class III. for that purpose.

Class III.

Guidance for members of trade and sick fund.

1. That no member be eligible to the provisions of the laws laid down in this class until the expiration of six calendar months from the date of full entrance money being paid, contributions to commence from the date of proposition in the lodge. In all cases a surgeon's certificate to be produced, the applicant to pay for the same.

2. That the entrance money to these provisions be according to the following scale (in addition to the entrance to the trade, laid down in rule 2, class II.):—Under 24 years of age, 5*s.*; above 24 and under 28, 7*s.* 6*d.*; above 28 and under 32, 10*s.*; above 32 and under 36, 15*s.*; above 36 and under 40, 1*l.*; above 40 and under 45, 30*s.*; none to be admitted or re-admitted above 45, and contributions 3½*d.* per week in addition to the trade fund contribution. Members of this class leaving the trade may continue a member on the payment of 6*d.* per week, and be entitled to the sick and funeral benefits, and that all members who have been within the limits of the second class 12 months be admitted to the benefits of this class on production of a doctor's certificate that he is in good health, and paying the registration fee of 2*s.* 6*d.*, and then proceed according to the rules laid down in this class.

3. Individuals eligible to these provisions are in sickness entitled to 10*s.* per week for 26 weeks; and if illness continue, to 5*s.* per week until recovered. Should any member declare off the funds before 26 weeks have expired, and declare on again within the term of 12 weeks, the time to be added together, and then proceed according to rule; but should an accident occur during the 12 weeks, time to commence as in the first instance.

4. Members applying for sick money must produce a certificate from a surgeon, stating the nature of their complaint. Sick pay to commence from the date of the surgeon's certificate, providing such date be not more than three days antecedent to the time of its being delivered to the secretary, whose address shall be left at the lodge house. Sick members to be paid on each Friday by the treasurer, when all contributions then due shall be deducted. Secretaries neglecting to deduct all arrears to be fined 2*s.* 6*d.* for each offence; and any member being out of benefit through the secretary's or any other officer's neglect, and is proved to the satisfaction of the lodge, the applicant to receive the provisions applied for, and the secretary or other officer be fined 10*s.* This latter clause not to be acted upon till a hearing had been obtained from both parties.

5. Should any member bring on disease by fighting, drunkenness, or the venereal, no benefit will be allowed from the funds of this society during sickness; but in the event of death from any of the above causes, the widow, or children (if any), or next of kin, be allowed full funeral money.

6. That the secretary of each lodge on receiving the certificate of any sick member or members, shall summon two visitors to visit alternately every day, and two cross visitors, to visit as often as they deem necessary, but not less than once every week. Such visitors to be taken off the registry of those residing nearest the locality wherein the sick member may reside. Each visitor to sign his name on a list left for that purpose, which must produced on receipt of sick pay every week. Any sick member being absent from home when called upon, without leaving word in writing where he has gone, shall be fined the sum of 1*s.*; and any member found tippling at a public-house, gambling, working, or doing anything to prevent recovery, while on the sick fund, shall be suspended for one month; for the second offence, two months; and for the third offence to be dealt with according to the decision of the lodge. Any member residing more than three miles from the lodge house, a certificate signed by a surgeon to be deemed sufficient, and visited as often as may be considered necessary by the lodge to which the application is made. Sick visitors to be remunerated according to the discretion of the lodge. The secretary and treasurer to be fined for each neglect of duty.

7. When a member falls sick, the secretary of the lodge his card is in shall forward to the central committee notice of the same, with the surgeon's certificate, setting forth nature of disease, and dates when clear on the books within the 14 weeks previous; such particulars to be briefly stated in the return next issued. Sick members, when in receipt of sick pay must renew their surgeon's certificate at least once a month, showing the state of health; members not complying shall for the first offence forfeit 1*s.*, for the second, 2*s.*, and so on. Members who may be in or out patients of an hospital shall be exempt from such restrictions.

8. That the society subscribe annually to hospitals through lodges, without levy; the amounts subscribed to be granted from the general fund. All applications for that purpose be made to the C.C. at the commencement of January, annually.

9. If the medical attendant of a sick member certify that a change of residence or sea voyage would tend to improve his health, and states the time thought necessary for that purpose, it will be competent in the three principal officers of the lodge in which he is a member to grant him permission, and report the same on the next lodge night; likewise to advance him a sum not exceeding 3*l.* Should the member's health not be sufficiently improved at the end of the time granted, and he is desirous of remaining, he must write to the lodge for permission, enclosing a certificate from a surgeon every fortnight (or be subject to a fine of 2*s.* 6*d.* for such neglect), stating what extension of time he may consider necessary. Should the sum advanced not be refunded, when he recovers he shall pay all dues and demands within six months from the date of declaring off the funds, or not be eligible to the benefits of this society for one month from the date of such neglect. Should such member die before the advanced sum be paid, the residue to be deducted from the funeral money. No member to be allowed sick pay who removes out of the British Isles for the benefit of his health. Any sick member removing without the sanction of his lodge, to forfeit his sick allowance from the date of removal to the date of such sanction being obtained.

10. Any member in receipt of sick pay being out of his residence after six o'clock p.m. from October to March, and the remainder of the year not later than nine o'clock, shall for the first offence, forfeit 1*s.*; for the second, 2*s.*; and for the third, to be dealt with as the lodge may think proper.

11. When members declare off the fund they shall produce a surgeon's certificate (to be paid for by the society) to the secretary, stating that they are able to resume their work, which must be forwarded to the C.C. the same as when they declared on the funds. If members do not comply with this law they shall be suspended one month from the benefits; but should death occur, full funeral allowance be granted.

12. That members who by old age or infirmity are unable to earn three-fourths of the current wages, by paying 4½*d.* per week may continue eligible to all the benefits, provided they have contributed to the society for the previous seven years and have not acted in any way against the society during that period, and 3*d.* per week contribution when sick.

13. Members eligible to these provisions removing to Scotland or Ireland, by sending to the central committee once in every 14 weeks the sum of 5½*d.* per week, will be eligible to the sick and funeral money, providing they have informed the lodge from which they drew their cards, of their intention.

14. Any member, whether trade or trade and sick fund, emigrating to any part beyond the British Isles and wishing to continue a member, may do so by paying 7*d.* per week, to be paid quarterly, but not entitled to sick benefit while abroad; but should death occur, whether by accidental or natural causes, his wife, nominee, or next of kin shall be entitled to the funeral and provisions, as laid down in class II. and IV. Should death occur to a member's wife or children, while he is abroad, to be entitled to full funeral money.

15. That the name of every member belonging to this class be registered, with age and place of abode. And should any member quit his former residence, he shall give notice of the same to the secretary, with the number and name of the place he has removed to, on the next lodge night after his removal, or pay a fine of 6*d.*; the secretary to register his name again, in order that he may be easily found in case of his sickness, or being summoned for a sick visitor. Secretaries neglecting to fulfil this duty to be fined 1*s.* for each neglect.

16. Any member of this class allowing his arrears to exceed 14 weeks without clearing on the books, be not entitled to the provisions contained herein until the expiration of four weeks from the date of clearance. In case of 26 weeks elapsing without being clear, to be suspended 14 weeks from the date of clearance; but in all cases the secretary to summon these members a fortnight previous to the suspension taking place, and that 1*d.* be charged for each summons, and if not paid to be added to the member's arrears.

17. Should any member of the sick fund exceed 26 weeks' contribution without making any payment, he shall produce a doctor's certifitate that he is in good health, or not receive any sick pay until he complies.

18. That any member of the preceeding class being desirous of providing for himself in case of sickness may be admitted to the provisions of this class subject to its laws for that purpose.

Class IV.

Provisions for Accidents.

1. Members disabled by any real accidental cause, shall receive 150*l.* from the general fund, unless such was caused by their own misconduct or wilful neglect. But members are not eligible to the provisions of this law till the expiration of 12 calendar months from the date of full entrance money being paid, and to have been clear on the books within 14 weeks previous to the time of the accident. Those who have worked in opposition, for which a fine has been recorded, must have paid such fine, and continued payable for 12 calendar months previous to the time of accident, or not be eligible to its provisions.

2. Three months must elapse from the time of accident before any member makes application for the provisions, except in case of amputation of leg, hand, or arm, by accident; the application to be made to the society without restriction as to time. Any member resuming his employment, and continuing it six months, he shall not be eligible to the provision in consequence of such accident. When any application is made, the lodge applied to shall appoint a medical man to examine the applicant, and if satisfied that he is disabled for life from following his trade, to send such information to the central committee, who may authorize a lodge to send a delegate to investigate the case. The delegate to send a full report to the central committee, who shall submit the case to the society, and if a majority are satisfied that such is entitled to the provisions, the central committee to pay over the amount specified in this class within one month after the society has decided. Any delegate sending a false statement shall pay a fine of 1*l.*

3. Members meeting death from a cause occurring by accident, such as fractures, dislocations, concussions, or bruises, the father, mother, wife, or child shall receive 50*l.* from the general fund. Should any member without a wife, nominee, or next of kin, meet such death, the society shall see him interred; the surplus to be added to the funds. Application for the provision of this law to be accompanied by a certificate from the surgeon who attended the deceased, and three principal officers of the lodge of which he was a member. In cases of instant death, on the production of a coroner's certificate, the application to be made in the following return.

4. Should any member he disabled from following his employment, through the eruption of blood vessel, or paralytic stroke, shall receive half the provisions, as laid down in first law of this class; but should death occur from these causes, the widow, or next of kin to receive the full benefits as per rule 3rd in this class.

5. That trade fund members who have been disabled, and have received the accident provision, have the privilege of continuing members by paying one-halfpenny per week, shall be entitled to the funeral benefit alone; and trade and sick fund members, on the payment of 4*d.* per week shall be entitled to sick and funeral money.

6. That a fine of 2*l.* be levied on secretaries or other members sending an application under the five preceeding laws, when those applying or applied for were not within the limits previous to the time of the accident; and on such applications to insert the amount due at the time of the accident; as also the amount due 14 weeks previously, along with the age of the applicant.

7. That the widow of a deceased member, entitled to the benefits of these laws, or the funeral money whose conduct is improper, be not allowed the benefits in her own possession. And the society see such member interred, and employ the surplus to educate and clothe the children (if any), and if no children the amount to be given to the widow by weekly instalments. Also the same to apply to members receiving the accident provision, under the same circumstances as the widow of a deceased member

Class V.

Strike Laws.

1. Any member on delegation or shop steward, being thrown out of employment in consequence of transacting society business, shall receive the sum of 15*s.* per week, providing such member does not use abusive language towards the employer or foreman. Members on legal strike to receive the rate of 12*s.* per week.

2. That on the event of a legal strike or an employer's lock-out, in all cases where practicable, the society to undertake the completion of such works as are delayed in its progress for the proprietors, also to solicit general orders for execution; and to submit estimates for such jobs as are to be contracted for in the locality affected by the dispute. The C.C. shall on application from such lodges, depute two competent members to investigate into the extent of the works, and the practicability of such undertaking, and report thereon to the C.C., who shall, if satisfied, adopt immediate operations by signing a deed of security, and appointing a manager to superintend the works, who shall be empowered to engage members on the terms they may be seeking to establish or maintain; the said masons to be elected by ballot from the number thrown out of employment through their connexion with the dispute at issue; and that in all cases, the financial business to be under the control of a managing committee appointed at a general meeting of the members residing in the locality. The names of members on committee to be published in the following return sheet. And if any member is objected to by the society, in consequence of any dishonesty proved against him prior to his election, he shall be removed and another elected to serve in his place; the said committee to be elected quarterly, but eligible for re-election. Three auditors to be appointed at such times as the members in the respective localities may deem necessary to examine all books and vouchers connected therewith, and report the same to the C.C. The salary of the committee to be arranged by the members comprising the general meeting; but the manager's salary to be subject to the approval of the society. And all profits accruing from these undertakings to be added to the general funds of the society.

3. When a strike for an advance of wages is contemplated by any lodge, the secretary to report the same to the central committee, showing the number that would be out; and the number of payable and paying members, the state of trade, and the position of the society in the neighbourhood; also the number of members belonging to such lodge that voted for and against the application being made. The secretary to summon each member belonging to the lodge who may reside within three miles of the lodge house, to discuss the propriety of such application being made. The votes to be taken by ballot, by giving each member two slips of paper, written on "yes" and "no." The president to nominate two members to receive the ballot in anything convenient. The highest number to be binding. No votes to be taken by proxy. Secretaries sending a false vote to be fined 5*s.* without mitigation, and the application to be illegal.

4. If any employer attempt to reduce the current rate of wages at any period of the year, or attempt to introduce piecework where it has been abolished, or to increase the hours of labour, or infringe upon the established meal hours, or introducing individuals not of the trade, members may resist such infringements without a grant if acceded to by a majority of the members of the lodge; but in all cases to consult the C.C., and wait on employers previous to striking.

5. That in all cases of application being made for strikes, the C.C. to authorize a deputation from three lodges to investigate the affair, one to be chosen from the lodge where the application emanated from and the other two from lodges the C.C. may appoint; and in all cases of strikes there shall be a committee of five appointed by the lodge in the locality where the strikes take place, to meet the strike committee twice a week, which shall consist of five members under 50 members on strike, and seven members for 50 and upwards on strike, including secretary and treasurer. The remuneration for the strike committee to be 1*s.* per member per day, in addition to strike pay. The lodge committee to report the true position of such strike to the lodge from which they are elected. The lodge secretary to forward the same to the seat of government. In cases where all the members comprising a lodge are on strike, the C.C. to send two delegates, one from each of the two most convenient lodges, to investigate the affair. The C.C. to depute two of their members if found necessary.

6. That when a strike takes place, all members on such strike to attend the lodge house every day at an hour appointed by the committee; and any member neglecting to attend shall forfeit his day's pay, unless a written apology be received. No monies to be paid from the funds to members on a strike job; and if such is considered necessary by members on strike it must be taken as a local matter. Members leaving the strike without taking a card, shall give notice to the committee, and any member neglecting to do so shall not receive strike pay. And if the strike shall be settled within the month, and members obtaining employment and remaining in it one month without being discharged, have no further claim in consequence thereof. And should a legal strike be lost in the opinion of the C.C., and a majority of the lodge or lodges under the jurisdiction of whose local rules the strike had taken place be of a contrary opinion, the full particulars to appear in the following return from both parties, and a majority of the society to decide in 14 days. Any secretary or treasurer, or both, knowingly paying strike pay when there is none due, shall be fined 10*s.* each.

7. Any member on legal strike, providing he has been a member one month, shall be allowed a strike cheque, and shall receive the benefit of the same till the issuing of the return announcing the termination of the strike. Members leaving with a strike cheque receive relief at stations blocked with a white cheque.

8. Members on strike not claiming strike pay within one fortnight from its being due, to forfeit it. Names of members on strike, and time they are out, to be entered against the sum paid in lodge books; and an itemised account thereof be sent to the central committee; the same to be submitted to the society in the following return.

9. Any member, or other individual of the trade, opposing another member while resisting any of the infringements specified in this class, he shall be fined 2*l.*; and should he not comply before two years, to pay fresh entrance money in addition to the fine. Lodges have the privilege of fixing the amount of any fine to be paid weekly, but not less than 2*s.* 6*d.* per week; but should any individual, after he has paid part of the fine, &c., leave the society, all monies paid to be added up, and entrance money, contributions and levies to be deducted from the money paid, and the surplus, if any, to go towards the fine.

10. That members become entitled to the benefit of the strike laws when clear on the books. Those who conform to the apprentice law to be eligible to the strike laws on clearance. Members allowing 14 or a greater number of weeks to elapse without being clear on the lodge books, to be allowed strike pay, or strike cheque, as soon as they become clear.

11. On no account must any secretary or other member receive or make a remittance of money, or open money letters or parcels, the property of the society, without being accompanied by one of the committee. If sending bank notes, to take their numbers and dates, and, if possible, to send Bank of England notes; but all monies, where possible, to be transmitted through the money order or register office.

12. That where lodges have obtained a grant to strike for an advance of wages, shortening the hours of labour, the establishing of local rules, or against any infringement specified in this class, and if the employers concede what is required in dispute, either verbally or by signature, or authorize one or more of their body to arrange the matter it shall be considered satisfactory; and when these general conditions are complied with no lodge to prolong any strike for the purpose of compelling each employer to give his own signature.

13. That all members on strike receive 3*s.* per day besides the strike pay, when sent on delegation; and that they be taken from the roll to fulfil that duty.

Class VI.

Travelling Laws.

1. That members become entitled to the travelling laws at the expiration of six calendar months from the date of full entrance money being paid, and that no member be allowed a travelling card and cheque that is above 14 weeks in arrears, but be allowed a bed with a clear card and yellow cheque under a suspension of one month. Any secretary knowingly granting a card and white cheque under such circumstances, to be fined 5*s.* for each offence. Any member procuring a card and cheque, or receiving illegal travelling relief by a false statement, his card shall be detained, and he shall refund the amount received along with a fine of 5*s.*, and not be eligible to benefit until it is paid.

2. That members be allowed a travelling cheque whether discharged or not, and no member be relieved at any lodge within five miles of the lodge he drew his card from until the expiration of one calendar month, nor when engaged to go from one place to another. Members leaving a lodge and going to another without a clear card, to pay a fine of 6*d.*, to be paid before any secretary writes for the arrears.

3. That each lodge be furnished with a stamp with the name of the lodge inscribed thereon, to stamp all cards and cheques before granting them to members when in search of employment.

4. That members travelling in search of employment, shall receive as relief 6*d.* and a bed, and those with strike cheques, with 9*d.* and a bed. Sundays, Christmas Day, Good Friday, and fast days, 1*s.* and a bed. Stations 25 miles apart, not intervened by a relieving station, white cheques to be allowed 1*s.*; strike cheques, 1*s.* 3*d.*, and 1*d.* per mile for every additional three miles. New members with clear cards to be allowed a bed, and members with block cheques to be allowed a bed within two calendar months. All lodges beyond those of relieving stations, to allow a bed. Members to be relieved only once a day. Cards not to be relieved after 14 weeks' date, nor more than once at each station within 12 weeks. Birmingham, Bristol, Bradford, Bolton, Cardiff, Liverpool, Leeds, Manchester, Newcastle-upon-Tyne, Plymouth, and Sheffield two days, and London three days' relief, providing they remain in those towns the time specified, in search of employment. Relieving officers to see the cards and cheques, or relief must not be given. Members on travel to be at the lodge house not later than 10 in the evening. Any member obtaining employment, and not accepting it, without giving satisfactory reasons, his cheque to be detained.

5. That for the convenience of members in search of employment, each relieving station throughout the country shall possess, in the keeping of the landlord, a complete book of information for travellers, containing the names of the different employers in the town, and the names of the streets, roads, or lanes, in which the yards or jobs are situated. No member who has not his travelling card in his possession shall be allowed to examine the said book, and the landlord shall have instructions from the relieving officer (whose duty it shall be to make the entries in the book of fresh jobs or employers) not to allow it out of his immediate possession, as the more the reprehensible practice of members leaving lodges without travelling cards is checked, the more will the general weal of our society be promoted. This rule to be strictly carried out.

6. That members belonging to the trade and sick fund shall be allowed to draw or renew his trade fund card, if not prepared to clear off or renew his sick card, should such member wish to go in search of employment.

7. When travellers complain of bad beds they shall make such complaint to the relieving officer or secretary, who shall bring such case before the lodge on the next lodge night, and the lodge shall depute two of its members to investigate the affair, and if found true to be remedied, or the lodge removed to a more convenient place, where travellers will receive better usage. The address of the secretary and relieving officer to be placed in some conspicuous place, that members in search of employment may more readily find them, and if such complaints be found untrue, the complainant to be fined 5s.

8. That each member deliver up his card and cheque to the landlord or relieving officer of the lodge where relieved, but members may receive their cards with new cheques the same evening, if required; if the cheque be 14 days old relief must be stopped or the card renewed. Where landlords relieve travellers, the secretary to sign all cheques for that purpose. If the parties travelling commit any indecent act, or use any abusive language towards the host or hostess of any lodge house, or relieving officer, to be fined 10s., but such accused member to have the power of appeal through the return; but not doing so within one month the same to be binding, and his card detained until the fine be paid, the same to be added to the funds. That at all relieving stations the relieving officer to inspect the beds at least once a week, and report the same each lodge night.

9. When members obtain employment they must deliver their cards to the shop steward or secretary of the nearest lodge, or forfeit 6*d.* Shop stewards neglecting to give them to the secretary the following lodge night to forfeit 6*d.* Shop stewards to give in the names of the men and the lodge they belong to, so that the secretary can write to ascertain whether they are correct on the books or not; shop stewards neglecting to do so to be fined 6*d.*

10. That relieving officers produce to the committee all cheques relieved, or not to be paid for them; and enter the name of the member relieved, with the date and place from whence his card and cheque was drawn; also the date and place of entrance be entered against the name of each member who is travelling in search of employment, in a book kept for that purpose; and in no case shall any lodge secretary hold the office of relieving officer.

11. Members on travel having their cards detained to receive 2*s.* per day and beds included, for the time of their detention. On its being ascertained that they were legally entitled to relief, the parties in error to pay a fine of 2*s.* 6*d.*; and all secretaries not rectifying the same as early as possible to pay a fine of 2*s.* 6*d.*; and any secretary filling up a card incorrectly to pay a fine of 2*s.* 6*d.* for each offence.

12. That travelling cards, both trade and sick, be printed with blanks left so as to describe the number of times that parties have entered the society; and that relieving officers' books be provided, with printed headings suitable for the purpose, and that each relieving officer have a small box, with lock and key, to contain the book, cheques, &c.

13. No member to call on the secretary of any lodge at the works where he is employed during working hours on business connected with the society, such as drawing cards, &c., under a penalty of 2*s.* 6*d.* for each offence.

Class VII.

Central Committee's Duties.

1. That a central committee be appointed to serve six months, its objects being to form a centre of action, that we may the more readily communicate with each other, to check any extravagant and unnecessary use being made of the funds, and to keep every branch of our society strictly within the pale of our laws; the same to consist of chairman, vice-chairman, and nine other members, to be elected by the central lodge, five and six to retire alternately every three months, and others chosen in their places. Monies received to be appropriated to no other purpose than the payment of legal expenses provided for in these rules. Monies not immediately wanted to be deposited in a bank, in the names of not less than six trustees, the C.C.S. to be one, who shall be elected by the central lodge, and their names to be submitted to the society, and if no objection be made within 28 days, to be valid. The bank book to be kept in a drawer in the secretary's desk, with three locks, the keys to be held by the chairman, treasurer, and secretary. No money to be drawn from the bank except by the central corresponding secretary.

2. That suitable offices be obtained for the better transaction of society business, where the duties of the central committee can be effectively carried out, and that the C. C. meet at such offices every Thursday night, at such hour as may be mutually arranged, and on every alternate Tuesday night in the week of the issue of the return; and every member not present to be fined 3*d.*, unless a sufficient written apology be given for his absence, and the secretary to give notice to the lodge from which they have been elected. And for such attendance the C.C. be remunerated with 12*s.* collectively each meeting night.

3. That after the minutes of the previous meeting have been read and confirmed, the committee shall settle the financial business. No money to be paid to printers or other tradesmen unless in the presence of the central committee.

4. That the secretary produce a detailed account of the postages each committee night stating the number of returns posted, and where sent to.

5. That neither the secretary, nor any other member, give orders or purchase goods without first receiving the sanction of the central committee that such are wanted, and when purchased to be produced to the committee, with a bill for the same.

6. That all receipts be handed over to the treasurer to be filed, and kept in a box where the committee meet, the chairman to hold one key and the treasurer one. The accounts of the central committee to be audited every three months by two of the incoming and two of the remaining members of the committee, when all receipts and documents connected with the money transactions of the central committee must be produced, examined, and compared with the

expenditure published in each return. The report of the audit committee to be published in the following return.

7. That the secretary furnish the vice-chairman with a list of the lodges alphabetically arranged, and the secretary to arrange his correspondence in the same manner. The vice-chairman to mark off each lodge as the correspondence is read; and that no member be allowed to withdraw without first asking leave of the chairman.

8. That an inventory be taken of all goods every three months, and the chairman to keep a check book against the secretary.

9. That two members of the C.C. attend at the central offices every evening (Sundays excepted) to enter letters and remittances of the day in a book kept for that purpose, and the remuneration to be 6*d.* each per day. The corresponding secretary to receive his salary, 60*s.* per week, from the central committee. In absolutely necessary cases, the C.C.S. to be sent on delegation, and be allowed the same amount of expenses over his salary as another delegate receives over his current wages, with coach fare as per rule. The assistant to fulfil the the duties of the C.C.S., while on delegation and receive the C.C.S. salary; and if other assistance be required, such assistant to receive the usual salary of the regular assistant.

10. That an assistant secretary be elected, subject to the same rules and regulations as the C.C.S., and be eligible for re-election, at a salary of 38*s.* per week.

11. In cases of misconduct by a member of the central committee, the lodge or lodges may fine or depose him as it thinks proper; and in case of misconduct of the corresponding secretary or assistant the C.C. shall report to the central lodge such misconduct; the lodge or lodges to call a general meeting, from which a committee of not less than nine shall be chosen to investigate the charge, the result of such investigation to be laid before the society, whose decision shall be final; and the C.C. to appoint one of their number to act as C.C.S. or assistant until the final decision of the society is known,

12. That in case of a dispute arising between the C.C. and a lodge, both sides of the question to be submitted to the society, whose decision shall be final.

13. Propositions and applications from any lodge, if in accordance with the law, to be inserted in the following return, and if desired by a majority of the lodge from whence the propositions or applications emanate, the reasons to appear with them. The central committee not to comment on any proposition or application until it has been 14 days before the society; and all propositions and applications to remain before the society 14 days open to amendment, and if not received within that time not to be acknowledged. N.B.—This rule to be strictly carried out by the C.C.

14. That all matters upon which the opinion of the society may be necessary, be submitted through the medium of the return, and no votes to be considered legal when taken upon matters submitted through any other course. The central committee shall publish the votes of each lodge separately, if required.

15. Any lodge being desirous of standing their nomination for the purpose of fulfilling the duties of central lodge, and electing the executive, to submit their intention to the central committee before the issuing of the second return in February of every third year. And that the central lodge remain not more than three years in one town, and its removal to take place in March. Those lodges who have fulfilled the duties of the C.C. be not eligible for nomination of central lodge under six years after removal, and that the election of C.C.S. and assistant take place every third year, and be eligible for re-election, who shall be paid the expense of removing themselves and families to where the central committee may be removed.

16. That no secretary or other member on special or general elections be allowed to hold communications with any other lodge, lodges, or members, with a view of canvassing votes on behalf of any candidate for any official duties, or lodge in nomination for central lodge, under any pretence whatever, under a fine of 2*l.* for each offence, and the election of such candidate to be void, and the next highest number be elected; and all such correspondence to be forwarded to the C.C. previous to the meeting for the reception of votes.

17. That no lodge be open in connexion with this society without the consent of the central committee, to which all applications for such purposes are to be made. When a delegate is required to open a lodge, the central committee to nominate the lodge from which such delegate be appointed, which, in choice of a member, must be particular the one chosen is in every respect qualified to instruct the new members in the proper manner of keeping their accounts, and transacting the business of the society; and should it be decided by the society that a delegate or delegates are required to advocate its claims, or extend its organization in any locality, each lodge to have the privilege of nominating one, and those who have the majority be elected; but on no account shall delegates be sent upon such mission at the society's expense without its express sanction.

18. That at the end of each year three members be appointed to audit the accounts of the society; the same to be published in a convenient form, together with an abstract of the society's transactions for the past year, members to be furnished with a copy of the same at 2*d.* each, any lodge to be eligible to nominate one of its members, the name to appear in the first return issued in December, the votes to be returned in 14 days to the C.C., and those three members who obtain the majority of votes be elected, and their expenses to be as stated in the 21st rule, class first (Sundays excepted); and those members who are elected be not eligible again for nomination for six years. The central corresponding secretary to render all necessary assistance.

19. Should the funds be reduced to 5,000*l.*, the central committee recommend to the lodges the propriety of proposing an extra levy to provide for the exigencies of the society, to retain that sum in hand, and that no levies be entertained but what are provided for in these laws, and that no illegal strike be supported by extra levies.

20. That whenever the funds of the society reach the sum of 16,000*l.*, the sixteenth thousand shall become available for the erection of a trade hall. Lodges to send in their nomination as to what branch shall have the grant for that purpose, the nominations to appear in the fortnightly return in the usual manner, and lie before the society the usual term, the vote of the society deciding what branch shall have the grant. The money to be paid in instalments by the C.C. as the work progresses, and the deeds to be deposited as may hereafter be provided for. The opinion of the society's legal adviser, upon the best mode of securing the property to the society, being first obtained, and published to the society. The C.C. to issue their notice, and continue issuing their notices of the sum available for that purpose as often as the sum reaches a clear 16,000*l.* sterling, plus the unpaid instalment or instalments of the grants already decided upon. The object of the trade hall shall be for the providing of better accommodation for the conducting of ordinary lodge business, sleeping apartments for travellers, kitchen, and the necessary appurtenances thereto. In no case shall such trade hall partake of the character of a public-house for the sale of intoxicating drinks. All plans and specifications for any such hall shall be subject to the approval of the central committee, or such professionally qualified persons as the C.C. may appoint.

21. That when any lodge deems it necessary to frame a new law for the guidance of members, that the central committee or C.C.S. make no alteration or amend the same, after being carried by the society as printed.

22. That every three years the C.C. issue notice in the return to be voted on whether the society will have a reprint or a revision of the existing laws. And in the event hereafter of a revision of these laws being adopted by a majority of the society, resolutions for the alteration of the existing laws to be sent to the central committee within two months after the decision be made known, to be inserted in a revision sheet. Each lodge to summon the members to have such resolutions discussed.

23. Any lodge or lodges expending money in any way whatsoever, not strictly in accordance with these laws, shall pay the same back, by local levy, to the society, before the expiration of two years from the date of contracting the said debt, or be suspended from all benefits until the rule be complied with. The C.C. to see that this law is strictly enforced.

24. That these laws, as altered and amended, rescind all former laws, and be binding until a majority of the society deem it necessary to revise them, and nothing shall be considered legal unless in strict conformity with the whole of these laws.

Class VIII.

English and Scottish Laws.

1. That Scottish members with clear cards coming to England be admitted into the English society for 2*s.* 6*d.*, and on conforming with the laws to the English society is then governed by, shall become entitled to the provisions contained therein, at the expiration of the time stated.

2. That English members going to Scotland with clear cards be admitted free from entrance money, and on con-

H.
RULES OF TRADE SOCIETIES AND ASSOCIATIONS.

XIII. Friendly Society of Operative Stonemasons.

forming with the laws the Scottish society is then governed by, shall become entitled to the provisions at the expiration of the time there stated.

3. That members going to Scotland with clear cards may, on giving notice to the lodge where they are members, and contributing 2*d.* per week, and sending the same to the central committee once in every 14 weeks, continue eligible to the funeral and accident provisions, and when returning to England commence paying contribution from the date of drawing his Scottish card, and to be eligible to all benefits, providing he has upon no occasion exceeded 14 weeks in arrears, and acted in conformity with the Scottish laws. Members not applying for the provisions specified within three months, to pay an entrance fee, according to rule second, class second.

4. That in order to effect an understanding between the two societies, a fortnightly return of correspondence be established between the two societies, the more especially to avert the evil tendency caused by an influx of hands from either country in case of strikes; and that a printed copy of fortnightly returns (divested of their financial reports) be regularly transmitted from each society.

5. That in case of application for admission into either society without a clearance, the names to be published in the following fortnightly returns from either country, in order that the arrears or transgressions (if any) against either society may be more effectually known, and if any supplanter against the rules of either society, who has worked in opposition, removes from one country to another, the society he or they are working under will enforce the penalty, and remit it to the society he or they may have worked in opposition to.

J.

TABLES OF STATISTICS OF TRADE SOCIETIES.

TABLE I.—AMALGAMATED SOCIETY OF ENGINEERS, MACHINISTS, MILLWRIGHTS, SMITHS, AND BOILER MAKERS.—TABLE showing (1) the Total Number of Members, (2) the Number of Branches, and (3) the Number of Members in each Branch at the close of each Year since the Establishment of the Society.

	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(1.) TOTAL NUMBER OF MEMBERS - -	11,829	9,737	10,757	11,617	12,553	13,405	14,299	15,194	17,790	20,935	22,878	24,234	26,058	28,824	30,984	33,007	33,325	33,474
(2.) NUMBER OF BRANCHES -	121	129	141	156	166	173	179	182	195	225	241	248	259	274	286	304	312	312
(3.) NUMBER OF MEMBERS IN EACH BRANCH:																		
London District:																		
Battersea - - -	—	—	—	—	—	—	—	—	—	—	—	98	142	86	86	78	101	114
Bermondsey - - -	—	—	—	—	—	—	—	—	—	—	47	77	73	83	130	115	110	127
Blackwall - - -	—	—	—	—	—	—	—	—	—	50	76	86	131	169	190	150	119	116
Bow - - - -	—	—	—	—	—	—	—	—	33	58	70	63	77	85	73	85	80	80
Deptford - - -	—	—	—	—	—	—	—	—	—	110	125	142	165	233	206	181	180	172
Greenwich - - -	164	98	126	183	235	195	200	198	258	236	246	284	296	320	340	296	111	270
King's Cross - -	—	—	—	—	—	—	—	—	—	28	33	43	72	90	113	120	134	134
Lambeth, First - -	218	148	135	154	182	222	236	307	322	262	252	250	242	245	259	260	203	194
„ Second - -	45	43	63	72	102	98	107	130	175	166	159	158	152	185	186	153	155	156
London, East, First - -	—	230	158	150	208	217	190	161	184	200	173	184	203	253	259	224	225	220
„ „ Second -	—	60	116	132	163	120	114	136	150	136	130	112	116	112	104	76	76	72
London, North - -	154	100	112	112	112	110	126	150	180	220	210	210	217	218	256	245	236	234
London, South - -	95	27	45	53	60	53	57	75	94	92	92	110	135	158	144	138	138	146
London, West - -	46	34	45	46	51	59	55	69	132	195	221	180	189	180	220	201	193	196
Marylebone - - -	—	—	—	—	41	45	50	65	62	73	82	92	100	112	107	120	124	118
Millwall - - -	—	—	—	—	—	—	—	—	—	—	47	84	112	200	200	110	94	82
Shepherd's Bush - -	—	—	26	25	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Southwark, 1st - -	386	284	300	280	276	266	273	275	317	300	284	270	275	286	309	291	296	299
„ 2nd - -	96	50	52	65	78	80	75	112	150	165	146	152	150	180	200	170	160	142
Stratford - - -	127	65	83	111	120	116	103	110	85	97	104	122	128	130	142	135	148	163
Tower Hamlets - -	41	27	40	40	50	62	76	83	120	120	120	124	144	167	150	130	122	121
Vauxhall - - -	—	—	—	—	—	—	—	—	—	—	—	—	—	90	98	82	70	85

—	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch.—*cont.*																		
Victoria Docks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	54	70	72
Woolwich, 1st	80	42	62	92	125	140	130	135	250	220	250	260	220	235	220	230	226	210
„ 2nd	—	—	—	—	—	—	—	—	—	268	308	216	157	231	246	300	309	301
Provincial Branches—																		
Aberkenfig, now *Bridgend*	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	18	21	16
Accrington	22	25	18	37	26	39	36	40	57	60	66	72	68	73	76	88	80	85
Ashford	69	30	77	68	72	74	64	70	71	70	70	75	78	77	76	75	76	77
Ashton-under-Lyne	169	122	146	154	161	166	168	176	197	244	244	234	207	227	244	277	298	292
Bacup	18	14	15	18	20	22	21	24	30	23	27	24	22	17	26	33	31	31
Banbury	—	—	—	—	—	—	—	—	15	20	30	21	18	20	22	20	14	17
Barnsley	12	11	16	16	24	24	28	34	51	40	42	38	46	40	41	55	65	57
Barnstaple	—	—	—	—	—	—	—	—	—	—	—	—	—	9	7	7	9	9
Barrow-in-Furness	—	—	—	—	—	—	15	8	12	13	18	15	23	25	30	44	62	51
Bath	—	—	—	—	—	—	—	—	12	11	17	15	24	21	30	21	24	20
Batley	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	21
Bedford	—	—	—	—	—	—	—	—	—	10	25	33	25	24	23	24	22	37
Bedlington	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Beverley	—	—	—	—	—	—	—	—	—	10	9	15	18	16	14	15	16	13
Bilston	—	—	—	—	—	—	—	—	—	—	9	22	30	35	42	29	32	29
Bingley	17	16	13	10	11	14	23	18	13	16	18	25	23	26	23	24	24	22
Birkenhead	—	20	30	85	83	86	101	95	126	150	220	230	168	222	273	250	233	238
Birmingham, 1st	100	88	80	90	118	126	178	170	244	244	283	248	230	235	182	204	202	205
Birmingham, 2nd	—	—	—	—	—	—	—	—	—	—	—	120	170	165	162	160	164	170
Birmingham, 3rd	—	—	—	—	—	—	—	—	—	—	—	—	—	50	43	54	55	63
Blackburn, 1st	222	220	210	240	173	202	186	229	302	234	215	198	210	224	256	286	245	237
Blackburn, 2nd	—	—	—	—	—	—	—	—	—	80	98	102	125	113	112	127	106	100
Bolton, 1st	214	140	148	141	149	177	190	194	218	230	206	213	202	212	247	282	323	325
Bolton, 2nd	244	135	155	140	147	180	190	186	232	252	256	295	288	291	316	336	332	345
Bolton, 3rd	—	—	—	—	—	—	—	—	—	—	74	81	76	76	85	121	175	180
Boston	123	82	44	52	58	94	72	54	63	67	57	59	61	56	73	74	72	69
Bradford, 1st	80	53	42	36	39	55	75	100	118	170	192	220	266	240	250	280	270	282
Bradford, 2nd	226	204	208	216	258	224	232	236	243	275	290	318	334	315	315	330	313	307
Bradford, 3rd	—	—	—	—	—	—	—	—	—	—	—	—	—	69	70	76	94	127
Bridgwater	15	20	17	16	14	20	24	24	24	36	45	43	43	44	37	44	42	37
Brighton	134	101	104	105	101	96	95	115	124	125	133	130	149	140	169	167	151	145
Brighouse	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20	20
Bristol, 1st	167	166	183	248	280	160	164	166	200	190	207	198	184	208	227	245	242	239

——	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*																		
Bristol, 2d	—	—	—	—	—	51	51	67	100	109	120	132	120	126	125	136	141	145
Brynmawr	—	—	—	—	—	—	—	—	—	—	—	—	—	—	15	21	16	—
Burnley	62	50	48	55	58	65	60	67	84	99	112	105	93	95	102	120	125	125
Burton-on-Trent	No Report.	—	—	—	—	—	—	—	—	14	20	22	27	35	32	40	41	50
Bury, 1st	300	250	250	250	228	235	235	248	313	300	280	270	260	280	305	304	304	286
„ 2d	—	—	—	—	—	—	—	—	—	105	104	100	78	96	128	200	244	240
Canterbury	—	—	—	6	6	6	10	13	5	4	6	7	7	Closed.	—	—	—	—
Cardiff	27	14	34	38	43	40	39	66	65	57	65	86	107	113	116	139	146	152
Carlisle	10	8	7	16	17	23	38	37	37	55	57	58	60	68	71	92	85	80
Chatham	—	—	—	—	—	—	—	—	24	36	32	44	60	57	46	50	66	107
Chepstow	—	—	—	—	—	10	9	10	10	5	7	13	10	7	9	10	12	13
Chester	—	—	11	8	12	13	28	25	32	29	36	63	70	78	54	60	50	62
Chesterfield	—	—	—	—	—	—	—	—	—	—	—	22	30	34	53	59	30	50
Chippenham	—	—	14	30	21	22	25	26	25	17	37	18	21	26	64	15	10	8
Chowbent	24	27	25	19	21	24	25	29	31	32	34	33	34	32	36	44	50	48
Cleckheaton	31	32	30	34	37	43	46	51	73	105	118	120	129	127	127	125	128	137
Colne	—	13	11	11	9	10	8	10	16	15	15	18	21	22	21	25	29	28
Congleton	6	4	10	18	19	16	19	20	24	20	31	37	34	30	26	36	38	33
Coventry	—	11	11	16	16	21	16	13	16	18	18	21	25	33	25	21	25	34
Crewe, 1st	212	210	190	220	180	173	285	294	346	330	385	426	465	514	570	450	450	454
„ 2d	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	225	270	300
Croydon	—	—	—	—	—	—	—	—	—	—	—	—	—	—	9	10	14	18
Darlington	—	—	—	—	—	—	—	—	21	28	31	40	66	44	52	60	50	48
Dartford	—	—	—	—	23	26	17	17	9	12	16	20	24	34	40	35	35	36
Darwen	—	—	17	25	21	22	27	27	40	50	38	43	54	55	53	56	52	55
Derby	110	65	74	94	104	130	143	180	190	180	190	194	214	244	237	251	278	275
Devizes	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26	15	13
Dewsbury	15	14	15	18	19	22	27	33	40	46	48	56	65	69	64	63	65	58
Doncaster	No Report.	18	72	90	113	96	120	166	145	135	140	145	172	202	220	237	220	230
Dover	—	—	—	—	—	—	—	—	—	13	19	36	31	29	31	32	33	32
Dudley	—	—	—	—	—	—	—	—	14	22	39	42	47	49	51	52	53	54
Egremont, Cumb.	—	—	—	—	—	—	—	—	—	11	13	8	6	Closed.	—	—	—	—
Enfield Lock	—	—	—	—	—	—	48	50	52	57	68	72	61	44	56	89	70	53
Erith	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	17	13	20
Exeter	11	—	—	—	—	—	—	—	17	15	33	36	34	27	28	40	48	40
Farnworth	—	—	—	—	—	—	—	—	—	—	—	—	—	22	35	42	49	50

—	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*																		
Faversham	—	—	—	—	—	—	—	—	11	18	32	9	10	14	12	20	19	23
Folkestone	10	6	7	8	8	9	9	15	17	8	11	11	12	12	13	14	11	12
Frome	—	—	—	—	—	—	—	—	—	13	15	19	19	20	20	29	31	31
Gainsborough	—	—	—	—	—	—	—	—	—	—	5	Closed.	8	19	27	31	32	37
Gateshead	—	—	—	—	—	—	—	—	—	—	—	—	—	53	65	70	73	82
Glossop	32	29	21	21	23	34	36	36	44	56	68	78	67	60	62	61	64	68
Gloucester	—	—	No Report.	9	13	17	16	20	24	56	53	58	60	55	64	69	76	84
Grantham	25	44	43	33	35	28	27	28	28	47	40	45	60	71	77	63	54	59
Great Grimsby	—	—	—	—	—	—	—	—	—	10	7	7	8	15	12	23	25	26
Guildford	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	6	6
Halifax	68	64	63	55	67	72	82	91	90	134	145	151	220	230	290	304	320	345
Hanley	54	46	45	23	22	23	31	33	35	33	34	31	68	80	80	90	90	88
Harecastle	—	—	—	—	—	—	—	—	—	—	—	—	—	—	13	14	13	15
Hartlepool	—	—	—	12	23	36	42	39	50	56	82	95	85	128	104	73	70	72
Hayle	—	—	—	—	—	11	19	24	29	30	36	38	37	39	36	30	22	30
Hereford	—	—	—	18	9	14	18	20	21	24	29	42	53	41	34	33	35	25
Heywood	61	65	75	62	61	71	80	74	77	86	93	94	100	105	120	134	132	132
Highbridge	—	—	—	—	—	—	—	—	—	—	—	—	—	—	32	26	21	19
Holyhead	—	—	—	—	—	—	—	—	—	12	12	13	15	14	20	20	19	14
Howden-on-Tyne	—	—	—	—	—	—	—	—	—	—	—	—	—	15	16	14	13	15
Huddersfield	65	61	70	70	73	84	106	104	127	155	168	168	170	188	180	197	191	209
Hull, 1st	74	73	76	94	165	203	195	170	174	220	163	174	186	188	210	200	186	180
Hull, 2d	—	—	—	—	—	—	—	—	—	—	48	71	82	75	89	85	83	73
Hyde	102	85	96	112	110	117	121	117	131	160	178	154	130	150	176	184	179	167
Ipswich	84	50	54	32	33	42	54	59	57	66	70	80	70	76	88	89	90	91
Jarrow-on-Tyne	—	—	—	—	15	13	14	17	21	26	40	45	57	57	85	84	77	91
Keighley	73	46	48	44	56	70	70	84	89	112	137	158	202	204	220	261	251	256
Kendal	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	17	25	28
Kidderminster	—	—	—	—	—	—	15	11	9	11	9	14	18	18	18	21	28	37
Lancaster	—	—	—	12	16	20	15	15	19	19	26	22	28	35	52	54	62	54
Leeds, South	303	244	270	249	268	297	306	297	312	310	295	324	308	307	302	304	300	289
Leeds, North	280	140	143	165	200	206	262	276	304	333	338	370	371	374	356	336	317	307
Leeds, 3d	—	84	85	84	122	124	136	125	100	165	192	208	277	280	280	292	294	264
Leeds, 4th	—	—	—	—	—	—	—	—	—	50	128	152	200	212	237	232	211	207
Leeds, 5th	—	—	—	—	—	—	—	—	—	—	—	—	—	129	180	198	207	207
Leicester	No Report	10	25	29	25	26	26	34	40	41	53	69	82	63	70	70	68	70

	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*																		
Leigh	—	—	—	11	12	12	14	14	28	35	28	28	23	35	38	39	38	30
Llanelly	—	—	—	—	—	—	—	—	—	13	13	14	22	26	24	26	22	22
Lincoln	38	34	39	51	50	54	44	253	45	53	74	61	60	63	70	56	97	112
Liverpool, 1st	180	160	170	180	146	120	140	138	195	225	275	330	320	320	275	250	230	220
„ 2nd	43	51	—	70	100	136	132	126	180	210	203	247	271	261	210	219	204	210
„ 3rd	—	—	—	—	—	—	—	—	—	—	—	—	94	112	121	114	119	132
„ 4th	—	—	—	—	—	—	—	—	—	—	—	—	—	100	180	225	233	225
Loughborough	—	—	—	—	—	—	—	—	—	—	—	—	—	9	11	23	27	26
Lowestoft	—	—	—	14	12	27	12	Closed.	—	—	—	—	—	—	—	—	—	—
Lynn	—	—	—	—	—	—	6	6	8	10	11	14	16	16	13	16	18	19
Macclesfield	32	25	28	26	25	23	23	28	32	32	32	34	30	30	28	31	33	35
Maidstone	—	—	—	—	—	—	—	—	—	—	13	14	25	20	30	32	39	41
Marsden	—	—	—	—	—	—	—	—	—	—	—	—	21	35	35	34	36	32
Manchester District:																		
Collyhurst	—	—	—	—	—	—	—	—	—	—	—	—	—	—	118	174	205	213
Gorton	—	—	—	—	—	—	—	—	—	—	306	219	209	226	225	215	184	182
Hulme	141	175	200	200	200	192	204	200	210	245	231	230	221	239	259	262	251	254
Longsight	—	—	—	—	—	—	—	—	—	52	56	60	72	101	120	146	171	180
Longsight and Gorton	90	78	77	100	146	150	160	193	226	309	—	—	—	—	—	—	—	—
Manchester, 1st	No Report.	380	400	320	293	286	290	290	290	310	310	304	296	296	302	294	281	270
„ 2nd	203	203	215	213	232	242	244	238	260	300	276	278	274	276	254	258	254	242
„ 3rd	470	380	350	300	295	294	290	296	330	380	366	360	350	321	300	300	301	284
„ 4th	140	120	120	126	130	148	149	164	180	248	267	264	245	256	261	275	276	260
„ 5th	148	100	100	118	125	128	130	133	157	184	180	183	172	191	207	214	218	208
„ 6th	63	58	48	69	70	69	69	66	96	125	150	130	120	118	94	101	115	118
„ 7th	—	—	47	90	96	70	72	73	114	155	175	189	201	219	196	172	180	180
„ 8th	—	—	—	—	—	—	—	—	—	—	—	—	—	95	165	203	230	225
Manchester, East	108	140	152	145	160	176	185	201	247	315	321	308	309	340	320	328	315	300
Openshaw	—	—	—	—	—	—	—	—	—	—	—	116	123	136	180	215	200	180
Pendleton	—	—	—	—	—	—	—	—	—	—	—	66	70	90	99	92	96	90
Salford, 1st	178	149	207	210	190	186	197	208	261	307	301	265	269	309	278	286	288	260
„ 2nd	—	—	—	—	—	—	—	—	—	—	—	—	—	48	102	133	161	160
Mexbro'	—	—	—	—	—	8	9	10	14	16	26	17	17	16	21	26	24	21
Middlesbro'	—	24	30	40	54	44	50	70	67	62	98	110	126	120	154	138	141	164
Middleton	—	—	—	—	—	—	—	—	—	18	15	10	17	20	17	25	24	30
Milton and Elsecar	—	—	—	—	—	—	—	—	—	18	13	20	18	18	15	11	16	16

—	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*																		
Moon's Mill	15	13	19	19	20	22	18	20	21	24	23	25	23	20	22	22	22	23
Neath	—	—	—	—	16	22	32	24	26	25	34	33	40	45	44	35	30	26
Newark	—	—	—	—	—	—	—	—	—	—	8	13	18	24	18	10	5	10
Newcastle-on-Tyne,	80	57	52	62	75	76	115	96	111	172	264	210	176	160	226	225	220	227
Newcastle-on-Tyne, 2d	—	—	—	—	—	—	—	—	—	—	—	94	106	135	152	161	162	168
Newport	14	20	29	46	55	55	60	68	74	68	69	79	89	91	90	88	91	99
New Holland	—	—	—	—	—	—	—	—	—	11	12	12	13	12	13	16	14	15
Newton	71	44	52	88	33	25	27	30	36	101	81	89	63	90	100	102	80	72
Newton Abbot	—	—	13	25	25	23	26	23	24	25	25	29	31	29	33	32	29	36
New Whittington	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	30	—
Northampton	9	14	20	19	10	12	6	13	27	22	20	20	23	24	39	30	28	28
Northfleet	14	9	13	30	29	23	9	11	12	14	11	19	9	80	40	24	23	19
North Shields	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	30	30	32
Norwich	30	27	30	43	45	34	34	45	38	40	43	44	43	47	50	58	58	60
Nottingham	126	110	110	93	102	162	170	170	192	180	176	188	190	177	220	250	248	304
Oldbury	—	29	54	33	19	31	20	20	19	24	19	16	25	34	32	31	26	27
Oldham, 1st	501	347	375	338	290	300	319	346	336	351	334	334	327	346	360	359	353	354
„ 2nd	325	210	240	216	201	232	271	287	294	311	280	257	245	275	305	302	300	304
„ 3rd	—	—	—	—	—	—	—	—	146	249	295	254	247	303	350	352	349	359
„ 4th	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	100	180	200
Oswestry	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	37	27	31
Otley	—	—	—	—	—	—	—	12	13	13	17	20	23	31	48	57	65	87
Oxford	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	13	15	17
Patricroft	60	55	56	70	51	55	57	59	46	58	67	73	71	72	69	84	87	91
Pembroke Dock	—	—	—	—	—	—	—	—	—	—	—	—	—	14	19	17	21	20
Penistone	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	17	13
Peterborough	—	—	14	34	64	67	64	76	80	70	98	123	110	137	156	146	142	123
Plymouth	22	8	8	18	80	100	106	121	142	145	125	121	150	180	165	186	208	186
Pontypridd	—	—	—	13	15	13	11	15	12	10	11	14	16	19	21	23	17	19
Pontypool	—	—	—	—	—	—	—	—	—	—	—	—	20	21	28	30	28	31
Portsmouth	44	28	36	51	75	97	75	76	85	101	85	82	124	126	124	158	165	149
Preston	203	190	206	180	180	175	181	176	200	240	250	245	240	242	282	325	313	315
Radcliffe Bridge	26	19	21	15	18	20	23	22	28	34	29	33	30	30	44	43	43	44
Ramsbottom	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	23
Rawstenstall	—	—	—	—	—	—	—	—	—	19	27	27	27	28	37	41	38	43
Reading	—	—	—	—	17	25	28	30	39	41	41	50	49	41	52	52	52	45
Rymney	—	—	—	—	—	—	—	—	—	—	—	—	—	—	29	30	30	—
Ripley	—	—	—	—	—	—	—	—	—	11	17	21	20	23	20	29	28	30

——	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) NUMBER OF MEMBERS IN EACH BRANCH—*cont.*																		
Rochdale, 1st	164	125	130	130	130	155	157	184	231	290	210	199	180	181	207	246	246	246
Rochdale, 2nd	—	—	—	—	—	—	—	—	—	—	94	92	92	110	135	189	220	219
Romiley	—	—	—	—	—	—	—	—	—	—	—	—	11	17	15	22	23	23
Rotherham	30	23	31	34	34	30	25	22	29	38	39	51	56	57	55	62	70	65
Royton	—	—	—	—	—	—	—	—	—	—	—	14	16	17	25	29	31	36
Rugby	—	—	—	6	14	18	18	16	14	18	15	15	18	15	15	17	19	19
Rugeley	—	—	—	—	—	—	—	—	—	11	11	16	11	9	9	9	11	11
St. Helens	9	—	—	—	—	—	—	—	—	24	26	30	29	42	33	64	54	54
Sandhurst	—	—	—	—	—	—	—	—	—	—	—	—	—	—	12	—	—	—
Sheerness	—	—	—	—	40	37	46	68	87	89	90	99	97	96	87	83	80	66
Sheffield, 1st.	70	65	60	74	65	70	78	90	120	143	170	192	247	283	297	303	295	276
2nd.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	102	150	157
Shipley	—	—	—	—	—	36	31	27	26	29	35	37	41	44	45	50	51	57
Shields—North and South	42	20	31	55	64	50	44	41	51	73	80	100	119	118	130	—	—	—
Shrewsbury	16	17	17	15	22	26	20	29	31	35	30	21	19	22	38	23	22	23
Smethwick	77	57	56	77	92	82	96	102	110	132	135	124	145	200	185	187	190	184
Southampton	150	100	116	118	128	143	152	175	182	184	195	213	230	213	220	228	204	213
South Shields	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	135	133	114
Sowerby Bridge	23	26	26	28	22	42	34	50	50	60	86	81	78	96	106	133	139	135
Stafford	—	—	—	—	—	—	—	—	—	8	9	7	6	6	6	7	7	12
Staley Bridge	57	71	76	62	65	73	79	91	113	125	138	131	131	126	144	174	186	183
Stanningley	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	21	24
Stockport	116	132	168	168	166	160	157	161	181	210	210	207	205	202	221	248	269	276
Stockton-on-Tees	16	21	19	21	45	49	53	65	62	56	56	70	72	74	93	87	93	96
Stoke-on-Trent	—	—	—	32	40	40	34	35	41	54	59	54	65	74	79	84	87	83
Stroud and Thrupp	—	—	18	18	18	15	25	32	40	34	39	41	40	34	36	31	38	40
Sunderland	7	6	7	12	15	25	22	24	32	38	60	78	96	122	140	140	169	247
Sutton	—	—	20	18	23	23	23	30	43	20	19	14	12	9	30	70	32	24
Swansea	—	—	—	—	—	—	—	19	22	18	18	23	31	32	32	40	35	33
Swindon	102	138	226	245	212	283	220	159	145	193	231	256	223	200	224	230	200	202
Tavistock	—	—	—	—	—	—	7	11	7	7	12	14	15	17	15	8	7	6
Todmorden	43	39	38	29	29	29	30	37	54	59	58	55	54	58	76	84	84	82
Tredegar	—	—	—	—	—	—	12	14	14	23	26	16	20	35	—	—	—	38
Two Waters	—	—	—	—	14	14	15	15	14	14	13	12	13	14	18	21	20	19
Wakefield	23	23	17	20	23	32	32	43	55	73	86	89	95	95	101	99	108	112
Wallsall	—	—	—	—	—	—	—	—	—	—	—	—	—	—	13	13	14	11
Warrington	25	42	44	38	41	43	42	45	45	55	64	62	64	82	81	86	93	87
Watford	27	22	22	21	14	17	17	18	18	20	16	28	29	29	33	30	40	34

—	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*																		
Wednesbury	—	—	No Report.	18	23	31	40	44	45	42	41	43	46	53	48	65	72	76
Whitehaven	—	—	—	—	—	—	—	31	24	21	28	32	31	43	44	41	50	40
Wigan	31	30	26	23	24	27	20	22	30	33	30	35	38	50	59	64	85	72
Wickham Market	—	—	—	—	8	Closed	—	—	—	—	—	—	—	—	—	—	—	—
Winsford, Cheshire	—	—	—	—	—	—	—	—	—	—	—	—	—	10	10	10	13	17
Wolverhampton	—	18	29	41	52	51	61	47	45	51	72	78	80	130	155	142	141	147
Wolverton	142	125	138	166	149	160	167	191	170	252	332	304	320	315	300	306	270	160
Worcester	—	—	—	24	28	25	40	35	50	73	70	75	71	89	107	168	170	167
Wrockwardine	—	—	—	—	—	—	—	—	—	—	13	19	34	25	30	33	43	32
York	87	94	50	50	63	87	91	88	80	88	122	90	96	93	109	90	120	113
Scotland—																		
Aberdeen	48	52	58	58	61	64	81	98	94	110	128	150	152	147	155	163	166	185
Arbroath	4	—	—	—	—	16	13	26	16	13	30	37	50	53	63	46	43	40
Ayr	—	—	—	—	—	—	—	—	—	—	—	7	8	7	8	11	13	17
Barrhead	—	—	—	9	12	12	10	14	22	13	13	12	14	15	18	26	23	23
Burntisland	—	—	—	—	19	22	23	25	29	30	38	40	44	42	50	51	42	41
Coatbridge	—	—	—	—	18	12	19	17	22	28	24	32	35	34	33	32	33	30
Dumbarton	23	23	16	17	30	41	31	30	45	41	34	49	85	80	75	70	88	89
Dumfries	—	—	—	—	—	—	12	14	15	10	13	14	15	19	19	18	22	19
Dundee	31	14	18	19	31	49	54	57	64	78	103	143	182	200	215	268	270	230
Dunfermline	—	—	—	—	—	—	—	—	—	—	—	—	—	—	16	20	32	29
Edinburgh	50	38	30	51	64	66	86	82	88	74	96	124	126	138	140	162	186	186
Glasgow, 1st	245	250	200	190	211	242	290	304	317	334	372	390	315	314	305	302	290	270
„ 2nd	45	52	56	64	75	86	111	145	150	171	225	224	272	312	305	317	289	274
„ 3rd	—	—	—	—	—	—	—	—	102	107	134	161	153	156	182	192	170	145
„ 4th	—	—	—	—	—	—	—	—	—	—	—	—	184	215	248	270	255	242
„ 5th	—	—	—	—	—	—	—	—	—	—	—	—	—	80	116	130	131	125
„ 6th	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	87	110	111
„ East	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	59	90
Greenock	126	97	111	130	147	140	120	Suspended.	135	152	210	232	304	296	265	219	208	238
Inverness	—	—	—	—	—	—	—	—	—	—	—	—	—	—	10	12	12	7
Johnstone	13	10	30	34	37	42	39	47	50	75	80	84	100	109	110	102	101	96
Kilmarnock	—	—	13	20	28	30	32	43	46	67	76	82	92	96	92	97	90	88
Kirkcaldy	17	12	16	11	20	22	27	42	58	53	60	71	77	90	95	103	105	93

——	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*																		
Leith	—	—	—	—	—	—	—	—	—	33	55	67	62	61	80	118	131	120
Lochee	—	—	—	—	—	—	—	—	—	—	—	—	—	—	24	29	32	30
Monifieth	—	—	—	—	—	—	—	—	—	—	14	30	22	21	18	18	14	12
Montrose	—	—	—	—	—	—	—	—	5	6	10	15	16	15	17	17	19	15
Paisley	—	40	28	37	34	34	24	26	40	40	45	50	57	80	78	104	90	88
Perth	16	15	9	17	17	30	23	29	27	34	47	35	43	48	51	56	57	53
Pollockshaw	—	—	—	—	—	—	—	—	—	22	20	21	19	19	20	20	23	31
Port Glasgow	—	—	—	—	—	—	—	—	—	—	—	27	44	46	46	36	34	46
Renfrew	—	—	18	24	14	9	15	23	21	27	26	52	58	60	55	56	48	52
Stirling	—	—	—	—	—	—	—	—	—	14	13	17	14	11	15	12	14	15
Uddingston	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	21	16
Vale of Leven	—	—	—	—	—	—	—	—	—	16	15	18	20	22	22	28	24	23
Ireland—																		
Belfast, 1st	230	216	225	220	196	265	325	350	345	420	460	525	315	340	380	425	420	396
„ 2nd	—	—	—	—	—	—	—	—	—	—	—	—	303	324	347	370	346	334
Carlow	—	—	—	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Cork	35	40	22	24	40	45	57	67	83	80	84	85	77	70	70	89	102	107
Drogheda	25	17	19	14	26	24	19	16	22	26	25	22	24	26	25	36	40	39
Dublin	104	70	120	96	104	101	120	123	126	127	130	143	135	152	170	203	250	230
Dundalk	—	—	—	—	12	16	19	18	18	16	14	14	17	11	19	24	21	17
Kilkenny	—	—	—	—	12	11	15	15	12	9	Closed.	—	—	—	—	—	—	—
Limerick	—	—	—	14	15	20	24	18	16	17	30	26	31	34	37	40	35	33
Lisburn	—	—	—	—	—	—	—	—	—	—	—	—	—	24	32	28	31	29
Londonderry	9	15	16	13	15	20	25	21	24	30	33	51	37	37	33	38	38	40
Newry	—	7	8	9	10	9	13	18	17	21	23	23	24	32	57	78	72	57
Waterford	—	—	—	—	—	—	—	—	—	8	9	11	14	16	15	16	26	27
Australia—																		
Adelaide	—	—	—	—	—	—	—	—	—	—	—	—	—	21	32	33	30	37
Ballarat	—	—	—	—	—	—	—	—	—	—	22	16	20	21	16	16	17	16
Melbourne	—	—	—	—	—	—	—	—	35	45	68	77	90	79	88	96	89	90
Newcastle	—	—	—	—	—	—	—	—	—	—	—	10	12	13	19	15	11	13
Sandhurst	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	11	10	10
Sydney	—	—	18	20	18	23	26	28	45	62	66	73	86	125	145	162	159	167
Williamstown	—	—	—	—	—	—	—	—	—	—	—	—	37	51	60	62	72	64

J. Statistics of Trade Societies.

I. Amalgamated Society of Engineers.

Number of Members and Branches, 1851–1868.

J. Statistics of Trade Societies.

I. Amalgamated Society of Engineers.

Number of Members and Branches, 1851–1868.

—	1851.	1852.	1853.	1854.	1855.	1856.	1857.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*																		
Auckland, New Zealand	—	—	—	—	—	—	—	—	—	—	—	—	5	14	26	28	20	24
Ipswich, Queensland	—	—	—	—	—	—	—	—	—	—	—	—	—	—	6	10	10	9
Canada—																		
Brantford	—	—	—	—	—	—	—	15	11	10	12	12	Closed.	—	—	5	4	4
Hamilton	—	—	—	—	—	—	14	30	23	22	29	36	42	50	54	80	91	80
Kingston	—	—	—	—	—	—	—	—	—	—	9	4	9	9	Closed.	—	—	—
Montreal	—	—	21	32	30	29	55	40	42	46	40	47	54	52	54	63	77	81
Toronto	—	—	—	—	—	—	—	11	15	30	31	30	37	30	23	30	35	50
Malta	—	—	—	—	—	11	7	6	6	8	13	14	16	16	17	14	14	11
United States—																		
Bloomington, Illinois	—	—	—	—	—	—	—	—	—	—	—	—	13	17	38	28	25	31
Buffalo, New York	—	—	—	—	—	—	—	—	—	—	15	9	24	24	29	26	20	31
Chicago, Illinois	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	25	59	90
Dunkirk, New York	—	—	—	—	—	—	—	—	—	—	—	43	27	24	23	22	18	20
Nashville, Tennessee	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	12	18	17
New Brunswick (New Jersey)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	11	12
Newark, New Jersey	—	—	—	—	—	—	—	—	—	—	—	—	—	16	22	28	30	21
New York, 1st	—	—	—	—	—	—	—	—	—	—	—	—	206	300	275	240	240	250
„ 2nd	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	37	37	47
Patterson, New Jersey	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	35	27	24
Pittsburgh, Pennsylvania	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	23	52	52
Susquehanna „	—	—	—	—	—	—	—	—	—	—	—	—	13	18	33	20	—	—
France—																		
Croix, N. France	—	—	—	—	—	—	—	—	—	—	—	—	—	—	15	29	32	34
Turkey—																		
Constantinople	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	32	72

TABLE II.—AMALGAMATED SOCIETY OF ENGINEERS, &c.—TABLE showing the YEARLY INCOME AND EXPENDITURE of the SOCIETY, from its Establishment in 1851 to the close of the Year 1868.

—	INCOME FOR EACH YEAR.	Balance in hand from the previous Year.	Total.	* EXPENDITURE IN EACH YEAR.									BALANCE IN HAND AT THE CLOSE OF THE YEAR.
				Donation (or Out-of-work) Benefit, and similar Allowances.	Sick Benefit.	Superannuation Benefit.	Accident Benefit.	Funeral Benefit.	Benevolent Grants.	Grants and Loans to other Trades.	Miscellaneous Expenditure (including Cost of Management).	TOTAL EXPENDITURE IN EACH YEAR.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1851	22,107 17 11½	†12,222 16 2½	34,330 14 2	5,011 16 7	2,809 17 11	120 17 10	350 0 0	847 9 6	—	—	3,485 7 4½	12,625 9 2½	21,705 4 11½
1852	44,699 3 10	21,705 4 11½	66,404 8 9½	‡46,671 6 10	3,790 6 9	385 4 0	350 0 0	998 6 2	—	—	8,704 13 5	60,899 17 2	5,504 11 7½
1853	24,801 0 11½	5,504 11 7½	30,305 12 7	2,621 9 7	4,048 6 11	503 11 8	202 10 0	1,303 19 8	—	296 11 0	3,516 7 2	12,492 16 0	17,812 16 7
1854	27,778 19 5½	17,812 16 7	45,591 16 0½	4,364 7 4	4,246 14 2½	517 17 2	100 0 0	1,294 15 1	181 0 0	1,075 0 0	4,609 1 2	16,388 14 11½	29,203 1 1
1855	29,837 11 3½	29,203 1 1	59,040 12 4½	12,278 12 9½	5,045 7 10½	585 5 0	300 0 0	1,300 7 8½	147 10 0	145 0 0	3,543 7 6	23,345 10 5½	35,695 1 11
1856	32,500 15 4½	35,695 1 11	68,195 17 3½	12,802 15 8½	5,291 11 8½	714 0 8	450 0 0	1,561 2 7	277 0 0	200 0 0	3,670 17 6	24,967 8 2	43,228 9 1½
1857	34,898 14 4	43,228 9 1½	78,127 3 5½	14,160 5 7½	5,979 13 10	899 0 10	1,150 0 0	1,592 16 1	178 0 0	263 0 0	5,957 2 2½	30,179 18 7	47,947 4 10½
1858	34,123 1 3	47 947 4 10½	82,070 6 1½	35,389 14 4½	6,778 7 6	1,449 4 5	1,400 0 0	2,351 0 0	105 0 0	193 0 0	4,050 7 8½	51,716 14 0	30,353 12 1½
1859	42,833 16 3½	30,353 12 1½	73,187 8 5	15,865 9 10½	8,094 6 2	2,109 0 4½	600 0 0	2,546 15 5	314 10 6	2,626 0 0	4,199 6 5	36,355 8 9	36,831 19 8
1860	52,599 18 4	36,831 19 8	89,431 18 0	7,841 4 5	8,420 15 1	2,370 6 3	900 0 0	2,372 4 7	275 0 0	1,385 10 0	5,663 5 10	29,228 6 2	60,203 11 10
1861	56,133 5 10½	60,203 11 10	116,336 17 8½	20,474 3 2	9,815 15 5	2,439 1 5	700 0 0	2,998 0 0	394 0 0	447 2 0	5,670 14 8	42,938 16 8	73,398 1 0½
1862	57,783 13 11	73,398 1 0½	131,181 14 11½	39,119 17 7	10,846 10 5½	2,654 5 0	1,200 0 0	3,031 0 0	1,086 0 0	394 11 0	5,233 14 5	63,565 18 5½	67,615 16 6
1863	62,174 11 4	67,615 16 6	129,790 7 10	32,653 6 10½	12,579 7 7½	3,104 17 11	1,800 0 0	3,593 0 0	1,526 0 0	280 0 0	6,843 11 9	62,380 4 2	67,410 3 8
1864	71,056 3 10	67,410 3 8	138,466 7 6	16,425 9 6½	13,612 4 7½	3,902 5 7	1,100 0 0	3,924 0 11½	1,095 2 6	639 6 9½	10,820 2 6	51,518 12 6	86,947 15 0
1865	77,644 1 6½	86,947 15 0	164,591 16 6½	14,070 4 9	13,785 14 9	5,184 17 4	1,800 0 0	4,887 6 0	820 0 0	459 0 0	8,226 19 10	49,234 2 8	115,357 13 10½
1866	83,203 19 8½	115,357 13 10½	198,561 13 7	22,782 8 2	13,712 17 11	5,232 14 4	1,600 0 0	5,319 0 0	851 0 0	1,360 0 0	9,590 4 11	60,448 5 4	138,113 8 3
1867	86,255 2 7	138,113 8 3	224,368 10 10	58,243 9 8½	15,557 18 0½	5,982 13 10	1,000 0 0	5,282 14 9	2,249 6 4	600 0 0	10,189 5 7	99,105 8 3	125,263 2 7
1868	83,245 18 5½	125,263 2 7	208,509 1 0½	64,978 19 9	16,991 19 8	7,123 8 6	1,000 0 0	5,049 0 0	3,025 15 0	50 0 0	11,590 16 0	109,809 18 11	98,699 2 1½
TOTAL INCOME OF THE SOCIETY FOR THE 18 YEARS.	923,677 16 4	TOTALS UNDER THE SEVERAL HEADS OF EXPENDITURE FOR THE 18 YEARS - - -		425,755 2 8	161,407 16 5½	45,278 12 1½	16,002 10 0	50,252 18 1	12,525 4 4	10,414 0 9½	115,565 5 11½	837,201 10 5	TOTAL EXPENDITURE OF THE SOCIETY FOR THE 18 YEARS.

* Information respecting the various allowances to members, &c., which go to make up the expenditure set forth in this table, will be found in the Rules of the Society, for which see App. H., *ante*, p. 246. See also the evidence of Mr. William Allan, App. A., *ante*, under the heading *Organization and Objects of Trade Societies and Associations*.

† The entry of a "balance in hand from the previous year," in the first year of the society's existence, is explained by the fact that the society was formed by "amalgamating" a number of previously existing local societies, whose several accumulated funds were then united.

‡ This sum contains the amount expended during the "employers' lock-out" in 1852.

O o 4

J. Statistics of Trade Societies.

III. Amalgamated Society of Engineers.

Items of Yearly Income and Expenditure, 1864–1868.

TABLE III.—AMALGAMATED SOCIETY OF ENGINEERS, &c.—TABLE showing the ITEMS of YEARLY INCOME and EXPENDITURE for the Five Years ending 1868.

	1864.	1865.	1866.	1867.	1868.
*** (A.) Income:**	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Contributions, fines, and levies	65,296 5 10	70,975 0 3	75,436 11 2	78,803 14 3½	78,276 5 0
Proposition and entrance fees	3,323 2 8	3,073 2 6	3,348 13 9	2,068 14 9½	1,594 7 2
Amount paid over by the Manchester Millwrights' Society on amalgamating with the Amalgamated Engineers' Society.	—	—	—	1,660 11 7	—
Sale of rules, cards, reports, and lists of shops	161 13 7	115 8 4½	110 17 1½	83 6 5½	74 18 9
„ emblems, keys, and frames	98 3 3	105 1 9	9 4 0 7	91 8 3	51 10 8
„ old property	1 2 8	0 13 11	1 4 10	0 14 3	0 1 0
Testimonials of candidates for assistant to general secretary	—	—	—	—	6 15 6
Donation and similar allowances returned	—	113 6 5	121 9 8	276 16 1	278 11 4
Sick benefit returned	—	108 12 0	107 12 4	129 18 0	117 6 6
Superannuation benefit returned	—	—	2 7 0	3 18 6	6 11 4
Funeral benefit returned	5 14 0	—	—	—	4 0 0
Railway fares returned	—	—	—	7 16 2	4 15 7
Delegates' wages returned	—	—	2 0 0	—	1 1 6
Branch officers' salaries returned	—	—	0 10 0	3 0 9	2 7 5
Carriage of parcels returned	—	—	—	0 14 0	—
Room rent and rates returned	—	—	—	—	3 4 11
Benevolent grants returned	—	—	—	—	8 0 0
Loans to other trades returned	120 0 0	105 0 0	215 0 0	25 0 0	—
Sundry items returned	—	—	—	—	0 8 3
Errors in accounts of branches showing an overplus	4 4 4	6 8 9	5 12 11½	81 18 9½	24 5 3
Premiums on bills	—	—	—	2 13 8	—
Received from county funds for prosecution of defaulters	5 14 9	—	65 8 5	—	—
Received from the late secretary of the Chester branch	—	270 16 0	—	—	—
Received from the late secretary of the Macclesfield branch	—	9 5 1½	—	—	—
Received on behalf of a defaulter	2 9 10	—	—	—	—
Overcharges in prosecuting a defaulter returned	—	2 18 0	—	—	—
Expenses in prosecuting a defaulter returned	—	—	1 17 0	—	—
Set of books supplied to Planers' Society of Bolton	—	—	—	—	1 17 0
Dividends on bank losses in previous years	44 17 4	—	32 2 10	14 7 3	—
Deficiencies	—	1 11 4	—	—	—
Interest on balances in hand	1,992 15 7	2,756 17 1½	3,658 12 0½	3,000 9 9	2,532 8 2
Money remitted by member of the late Susquehanna branch	—	—	—	—	8 0 0
Remittance to Chicago branch, unacknowledged in 1867	—	—	—	—	43 9 5½
Remittances forwarded by branches from which no reports have been received.	—	—	—	—	198 0 0
Balance brought forward from Dec. 1866, Ipswich branch, Queensland, and hitherto unaccounted for.	—	—	—	—	7 13 8
	71,056 3 10	77,644 1 6½	83,203 19 8½	86,255 2 7	83,245 18 5½
(B.) Expenditure:					
DONATION (OR OUT-OF-WORK) BENEFIT, AND SIMILAR ALLOWANCES:					
Donation benefit to unemployed members	16,218 7 4	13,847 15 4½	21,823 10 3	55,313 4 6	61,921 11 0
Contingent benefit, extra to unemployed members	—	—	695 1 3½	2,610 17 8	2,748 9 9
Sending members to situations	191 5 6½	189 13 6½	208 3 7½	257 8 6½	280 10 2
Removing members and their families	—	—	—	9 1 2	—
Loss of time	—	—	—	7 1 9½	—
Beds for non-free members	15 16 8	32 15 10	55 13 0	45 16 0½	28 8 10
	16,425 9 6½	14,070 4 9	22,782 8 2	58,243 9 8½	64,978 19 9
SICK BENEFIT:					
Benefit	13,039 16 5½	13,220 13 3	13,137 7 7	14,934 9 1½	16,322 8 7
Sick stewards	470 19 4	477 15 8½	475 8 1	551 16 1	597 5 5
Medical certificates	101 8 10	87 5 9½	100 2 3	71 12 10	72 5 8
	13,612 4 7½	13,785 14 9	13,712 17 11	15,557 18 0½	16,991 19 8
SUPERANNUATION BENEFIT	3,902 5 7	5,184 17 4	5,232 14 4	5,982 13 10	7,123 8 6
ACCIDENT BENEFIT	1,100 0 0	1,800 0 0	1,600 0 0	1,000 0 0	1,000 0 0
FUNERAL BENEFIT	3,924 0 11½	4,887 6 0	5,319 0 0	5,282 14 9	5,049 0 0
BENEVOLENT GRANTS	1,095 2 6	820 0 0	851 0 0	2,249 6 4	3,025 15 0
GRANTS AND LOANS TO OTHER TRADES	639 6 9½	459 0 0	1,360 0 0	600 0 0	50 0 0
MISCELLANEOUS EXPENDITURE, including COST OF MANAGEMENT:					
Delegations	155 5 10	149 3 6	304 14 11½	157 6 2½	124 14 6½
Lost time in various branches	9 18 4	10 17 4	12 18 10½	—	9 16 9
Loss of tools by fire	5 0 0	15 17 6	5 0 0	10 0 0	16 8 7
Proposition and entrance fees returned	—	—	—	73 6 0	36 19 7
Contributions and fines returned	—	—	—	72 4 3	63 8 8
Emblems and keys, colouring the same, frames, &c.	139 4 0	159 10 0	124 4 6	133 2 6	32 12 0
Expenses attending delegate meetings of the society	2,903 5 1	—	—	—	—
Expenses of the Manchester Conference	—	—	—	—	65 10 5
Expense of two meetings at Exeter Hall in reference to obtaining legal security for the society's funds.	—	—	—	85 12 3	—
Meetings of executive council	130 10 5	217 5 4	634 1 4	335 13 11	323 19 3
Officers and committees of branches	1,026 14 10	1,107 4 11	1,242 7 11	1,274 18 1	1,208 13 8
District committees	128 19 10	270 0 8½	404 18 10½	505 17 0½	291 13 2½
Salaries of general secretary, assistants, Manchester vacant-book keeper, and branch secretaries.	1,622 4 10½	1,755 11 5	1,823 0 1	1,910 14 7	2,047 18 8
Treasurers' salaries	190 8 10	196 2 1½	228 0 8½	295 13 10½	339 12 4½
Printing committee	—	12 16 0	9 17 0	9 3 6	6 6 0
Sub-committees	—	17 18 8	45 5 8	24 2 7½	29 13 8
Extra assistance at general and Manchester offices	—	35 8 4	91 16 0	139 10 9	57 11 0
Auditing accounts of branches and of general and Manchester offices.	264 1 6	307 13 6½	308 14 8½	320 17 0	345 5 7
Special auditing of accounts of various branches	—	—	—	92 11 8	—
Printing and stationery	2,326 1 8½	1,691 0 10	2,236 5 7	2,625 3 1½	3,085 12 11½
Postage, carriage of parcels, &c.	440 0 3½	398 7 11½	486 14 9½	517 4 7½	546 12 0
Duty on reports, &c. to United States	—	—	—	7 2 7	—
Telegrams	4 3 1	4 13 0	11 11 11	10 6 10	6 6 1½
Repairing old and purchasing new property	200 2 6½	185 3 3	208 7 10	151 2 0½	143 5 9
275 cash boxes, and patent locks for club boxes	—	244 9 11	—	—	—
Rent, rates, taxes, and insurance	777 17 11	824 14 6	881 16 3½	1,023 11 1	1,067 16 11
Coals and gas	20 19 4	22 3 7	26 19 11	38 13 4	42 14 9
Stamping bonds for treasurers	0 15 0½	1 11 3	2 3 7	1 6 3	1 6 3
Certificates of birth, death, &c.	0 5 8½	—	—	—	—
Photographs	—	—	—	—	1 2 0
Banking expenses	246 6 7	285 17 3½	296 11 11	276 14 9½	278 19 10½
Law expenses	116 16 2½	182 2 4	168 1 4	24 0 11	107 12 8
Expenses on opening new branches	—	4 4 2	13 9 8	—	—
Money lost	—	—	—	2 7 3½	—
Expenses of exchange, &c. in remittances	—	31 1 8	—	—	36 11 8½
Defalcations, and expenses connected therewith	74 9 7	15 4 7½	—	4 18 7	722 8 9
Errors, deficiences, and bad coin	21 8 1½	9 6 9	—	—	11 12 10½
Subscription to London Trades Council	14 0 0	9 0 0	9 0 0	6 0 0	12 0 0
Share of expense of report of Amalgamated Trades	—	—	—	9 15 10	—
Share of expenses of Trade Societies' Bill	—	—	—	—	7 5 0
Trade Conference	—	—	—	—	2 0 0
Translating the rules into French	—	0 12 10	—	—	—
Amount credited in error in balance in hand for 1864	—	61 16 6	—	—	—
Remittance to Chicago branch, unacknowledged	—	—	—	43 9 5½	—
Expenses of fitting up offices, removing the same, and of removing officers and their families.	1 2 10	—	—	—	16 13 9
Remittances to branch from which no report received	—	—	—	—	373 0 0
Remittances forwarded to branches too late for insertion in branch reports.	—	—	—	—	127 10 8
	10,820 2 6	8,226 19 10	9,590 4 11	10,189 5 7	11,590 16 0

See note, p. 293.

TABLE IV.—AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS.

TABLE showing (1) the Total Number of Members, (2) the Number of Branches, and (3) the Number of Members in each Branch, at the close of each Year since the Establishment of the Society.

	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(1.) TOTAL NUMBER OF MEMBERS	602	597	949	1,718	3,279	5,670	8,002	8,022	8,736
(2.) NUMBER OF BRANCHES	20	27	38	53	81	134	187	203	218
(3.) NUMBER OF MEMBERS IN EACH BRANCH:									
London District:									
Barking	—	—	—	—	—	—	13	6	—
Barnet	—	—	—	—	—	—	20	22	19
Bethnal Green	—	6	—	—	—	—	—	—	—
Battersea	—	—	—	9	19	29	19	17	14
Bloomsbury	9	7	—	—	—	—	—	—	—
Bow	—	—	—	—	—	—	—	14	23
Borough	66	—	68	75	79	84	102	117	102
Brentford	—	—	—	—	—	—	9	6	7
Brixton	—	—	—	—	—	—	—	—	12
Camberwell	20	18	21	24	33	40	40	44	35
Camden Town	19	19	12	14	17	24	37	35	46
Chelsea	86	59	—	—	41	55	76	75	98
Clerkenwell	—	—	—	—	—	—	—	19	20
City Road	—	—	—	—	—	20	20	—	—
Croydon	—	—	14	21	35	23	39	48	64
Drury Lane	41	42	43	47	57	66	60	60	60
Ealing	—	—	—	—	—	20	23	14	11
Edgware Road	8	7	7	24	24	26	39	53	77
Finsbury	—	—	—	—	—	—	—	12	9
Forest Hill	—	—	—	—	—	—	27	19	19
Fulham	—	—	—	—	—	—	18	15	22
Gray's Inn Road	—	16	16	35	49	71	87	87	92
Greenwich	—	—	—	—	—	50	80	76	96
Hammersmith	—	—	—	—	—	8	20	20	20
Hoxton	—	—	—	—	—	51	64	59	63
Islington	—	—	—	—	—	—	14	15	25
Kensington	—	—	—	—	—	12	33	37	43
Kentish New Town	—	—	—	—	—	9	17	16	18
Kilburn	—	—	—	—	—	—	—	—	14
Kingsland	—	—	—	—	—	—	15	27	40
King's Cross	34	28	26	57	99	131	143	120	121
Lambeth, 1st	90	73	74	86	127	178	182	160	155
„ 2nd	—	—	—	—	—	—	—	39	50
Limehouse	—	—	—	—	—	—	—	9	—
Lewisham	—	—	—	—	—	—	—	17	9
Manchester Square	43	35	28	24	31	40	53	42	35
Norwood	11	16	33	24	40	60	59	45	49
Notting Hill	11	12	14	13	21	25	48	39	45
Paddington	36	25	9	—	—	—	—	8	7
Penge	—	—	—	—	31	49	47	40	43
Pimlico, 1st	23	19	21	28	116	153	149	138	128
„ 2nd	—	11	—	—	—	—	—	—	—
„ 3rd	18	39	45	81	—	—	38	50	54
Plaistow	—	—	—	—	—	15	12	8	7
Poplar	—	—	—	—	—	47	70	55	56
Portman Square	24	24	16	—	—	—	—	—	—
Richmond	12	11	7	10	9	11	12	14	15
Silver Cup, Cromer Street	—	—	—	—	—	—	—	—	44
South Hackney	—	—	—	—	—	—	9	10	10
Southall	—	—	—	—	—	—	—	9	16
South Norwood	—	—	—	—	—	—	—	16	29
Southwark	—	—	—	—	—	—	15	11	25
Spitalfields	—	—	7	—	—	—	—	—	—
Stratford	—	—	—	—	—	12	17	16	23
Stepney	31	24	23	39	63	77	91	88	91
Surbiton	—	—	—	—	8	12	23	20	16
Sutton	—	—	—	—	10	Closed.	—	—	—
Tottenham Court Road	—	—	7	14	33	65	71	84	97

	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3) NUMBER OF MEMBERS IN EACH BRANCH—*cont.*									
Twickenham	—	—	—	—	18	19	21	27	35
Vauxhall	—	—	—	—	—	—	—	—	35
Westminster	—	—	25	37	45	49	63	60	53
Wimbledon	—	—	—	13	21	28	18	9	12
Wood Green	—	—	—	—	13	11	23	24	19
Woolwich	—	—	—	—	—	47	67	67	64
Provincial Branches:									
Aberdare	—	—	—	—	—	10	—	—	—
Aigburth	—	—	—	—	—	10	12	7	5
Aldershot	—	—	—	—	—	7	8	9	7
Altrincham	—	—	—	—	—	—	—	17	30
Ashford	—	—	—	—	—	10	8	6	6
Barrow-in-Furness	—	—	—	—	—	—	23	11	6
Basingstoke	—	—	—	—	—	11	7	12	11
Bath	—	—	—	24	27	37	46	52	48
Bedford	—	—	—	—	—	—	15	17	14
Beverley	—	—	—	—	—	25	13	17	21
Birkenhead, 1st	—	—	—	11	28	100	85	73	86
„ 2nd	—	—	—	—	—	26	24	28	—
Birmingham, 1st	—	—	14	35	158	160	143	152	162
„ 2nd	—	—	—	—	40	52	53	47	58
„ 3rd	—	—	—	—	—	41	46	52	57
„ 4th	—	—	—	—	—	—	19	26	26
Bishop Auckland	—	—	—	11	4	4	—	—	—
Bolton	—	—	—	—	—	—	—	24	73
Bootle	—	—	—	—	—	—	11	—	—
Bradford, 1st	—	—	—	44	84	125	176	155	141
„ 2nd	—	—	—	—	—	—	—	15	39
Bridlington Quay	—	—	—	—	—	—	15	16	12
Brighton	—	—	—	—	15	17	38	40	53
Bristol	—	16	28	24	45	43	51	61	61
Burslem	—	—	—	17	70	73	72	74	68
Burton-on-Trent	—	—	—	—	—	14	9	—	—
Bury	—	—	89	83	86	90	93	95	101
Cambridge	—	—	—	—	—	—	27	28	30
Cardiff	—	—	—	—	29	63	91	102	156
Chatham	—	—	—	—	—	—	12	16	16
Chester	—	—	—	54	62	89	106	83	50
Chippenham	—	—	—	—	—	—	5	—	—
Colchester	—	—	—	—	—	9	19	23	20
Congleton	—	—	—	—	—	10	14	10	10
Coventry	—	—	20	20	27	30	35	34	30
Crewe	—	—	—	—	—	11	11	23	16
Darlington	—	—	—	—	30	69	68	56	40
Dartford	—	—	—	—	—	27	25	25	33
Devonport	8	9	10	12	33	46	44	49	40
Doncaster	—	—	16	23	25	30	33	35	32
Dorking	—	—	—	—	—	—	52	35	27
Dover	—	—	—	—	—	—	19	20	31
Droylsden	—	—	35	26	23	22	26	25	33
Durham	—	18	13	—	—	—	—	—	—
Eastbourne	—	—	—	—	—	—	7	8	13
Erith	—	—	—	—	—	22	16	16	13
Exeter	—	—	—	—	37	59	58	72	96
Exmouth	—	—	—	—	—	—	—	—	17
Falmouth and Penrhyn	—	—	—	—	40	30	17	19	18
Folkestone	—	—	—	—	—	—	17	42	13
Garston	—	—	—	—	—	—	8	10	9
Gravesend	—	—	—	—	—	19	21	19	26
Grimsby	—	—	—	—	—	—	—	11	16
Guildford	—	—	—	—	—	10	6	4	3
Halifax	—	—	—	25	43	50	114	115	99
Hanley	—	—	—	—	15	36	42	31	33
Harrogate	—	—	—	—	6	6	10	13	11
Hartlepool	—	—	—	—	—	10	6	11	9
Hastings	—	—	—	—	—	—	42	49	54
Hebden Bridge	—	—	—	—	—	—	16	7	6
Hereford	—	—	—	—	22	47	61	53	46
Heywood	—	—	30	27	33	36	40	57	55
Horsham	—	—	—	—	—	—	—	6	5
Huddersfield	—	—	—	18	16	12	25	37	31

(3.) NUMBER OF MEMBERS IN EACH BRANCH—*cont.*	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
Hull, 1st	—	—	—	56	78	110	105	78	63
„ 2nd	—	—	—	45	81	134	138	132	139
Jarrow	—	—	—	—	—	—	12	8	24
Kidderminster	12	12	9	14	27	25	21	35	34
Knutsford	—	—	—	—	—	10	7	See Altrincham.	
Leeds, 1st	—	—	—	93	120	140	180	165	180
„ 2nd	—	—	—	—	—	22	27	28	30
Leek	—	—	—	—	—	25	16	15	17
Liscard	—	—	—	—	—	19	23	16	14
Liverpool, 1st	—	—	—	—	24	65	86	80	52
„ 2nd	—	—	—	—	12	62	70	74	78
„ central	—	—	—	—	—	41	128	116	109
„ east	—	—	—	—	—	—	9	13	14
Llangollen	—	—	—	—	—	—	13	10	7
Longton	—	—	—	—	10	14	22	30	25
Lowestoft	—	—	—	—	—	20	10	9	4
Luton	—	—	—	—	—	—	14	6	—
Lymm	—	—	12	13	11	12	8	10	16
Lynn	—	—	—	—	—	20	18	19	19
Maidstone	—	—	—	—	—	38	55	62	41
Malvern	—	—	—	—	35	60	68	58	58
Manchester, 1st	—	—	—	46	94	99	140	160	208
„ 2nd	—	—	—	51	102	116	156	170	235
Salford	—	—	—	—	20	35	78	102	138
Manchester, 3rd	—	—	—	—	—	18	33	34	44
„ 4th	—	—	—	—	—	—	43	60	112
„ 5th	—	—	—	—	—	—	14	16	12
„ 6th	—	—	—	—	—	—	—	13	28
Margate	—	—	—	—	—	—	—	—	17
Market Drayton	—	—	—	—	—	—	18	24	20
Middlesbro'	—	—	—	—	29	33	47	32	19
Middleton	—	—	—	—	10	7	13	13	11
Mold	—	—	—	—	—	—	—	12	3
Newcastle-on-Tyne	—	—	—	10	38	82	88	91	95
Newcastle-under-Lyne	—	—	—	—	8	13	26	27	33
Newport	—	—	—	—	—	7	11	13	10
Newton Abbot	—	—	—	—	—	10	—	—	—
Northampton	—	—	—	—	—	—	10	17	16
Norwich	—	—	—	—	4	29	48	58	48
Nottingham	—	—	—	—	—	—	—	—	13
Oldham	—	—	17	10	20	27	42	37	52
Oswestry	—	—	—	—	—	24	22	15	14
Oxford	—	—	—	16	26	24	24	21	24
Penzance	—	—	—	—	—	16	13	8	8
Plymouth, 1st	—	—	—	61	102	168	155	150	113
„ 2nd	—	—	—	—	—	—	—	—	30
Portsmouth	—	—	—	—	—	45	24	22	21
Prestwich	—	—	—	—	—	—	—	—	10
Radcliffe Bridge	—	—	31	21	24	25	34	30	31
Ramsbottom	—	—	—	—	8	12	10	7	14
Ramsgate	—	—	—	—	—	—	—	—	14
Reigate	—	—	—	—	—	—	22	21	15
Rochdale	—	—	—	—	—	—	—	—	32
Rochester	—	—	—	—	—	—	24	18	20
Rotherham	—	15	10	7	9	7	8	11	10
Royton and Shaw	—	—	—	—	—	—	16	11	15
Rugby	—	—	—	—	—	6	17	8	13
St. Austell	—	—	—	—	—	7	—	—	—
St. Helens	—	—	—	—	—	—	—	—	12
Saltburn-by-the-Sea	—	—	—	—	—	13	15	9	13
Scarborough, 1st	—	—	—	28	87	95	183	157	44
„ 2nd	—	—	—	—	—	—	20	17	122
Seacombe	—	—	—	—	—	—	—	13	—
Seaforth	—	—	—	—	—	—	17	18	16
Sheffield, 1st	—	29	27	22	72	178	215	200	65
„ 2nd	—	—	—	—	—	—	35	25	222
Shipley	—	—	—	—	—	14	33	25	26
Sittingbourne	—	—	—	—	—	—	—	—	8
Southampton	—	—	—	—	—	—	14	5	10
Sowerby Bridge	—	—	—	—	—	—	11	12	13
Stafford	—	—	—	—	—	22	26	31	28
Stockport	—	—	—	—	—	—	—	18	33
Stockton	—	—	—	—	—	11	61	40	26

J. STATISTICS OF TRADE SOCIETIES.

IV. Amalgamated Society of Carpenters.

Number of Members and Branches, 1860–1868.

	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3) NUMBER OF MEMBERS IN EACH BRANCH—*cont.*									
Stoke-on-Trent	—	—	—	—	—	—	33	34	34
Stone	—	—	—	—	—	13	6	5	6
Stonehouse	—	—	—	—	34	39	38	43	40
Sunderland	—	—	15	24	45	59	63	59	80
Sutton Coldfield	—	—	—	—	—	—	—	4	6
Todmorden	—	—	—	—	—	—	17	22	36
Torquay	—	—	—	—	13	102	123	100	66
Tunbridge Wells	—	—	—	—	—	15	16	15	18
Wakefield	—	—	—	—	—	—	18	23	20
Wallsend-on-Tyne	—	—	—	—	—	—	26	36	34
Warrington	—	—	—	—	—	—	—	—	39
Watford	—	—	—	—	—	—	18	23	14
Wednesbury	—	—	—	—	—	—	6	—	—
Wellington Wrekin	—	—	—	—	—	14	4	4	4
West Hartlepool	—	—	—	—	—	29	22	19	24
Weston-super-Mare	—	—	—	—	—	—	—	—	7
Whitby	—	—	—	—	—	14	25	22	19
Widnes	—	—	—	—	—	—	—	—	8
Windsor	—	—	—	—	—	18	32	23	21
Wilmslow	—	—	—	—	—	—	—	—	10
Wokingham	—	—	—	—	—	—	—	7	25
Wolverhampton	—	—	—	—	—	33	27	21	18
Wolverton	—	—	—	—	—	—	23	21	17
Worcester	—	—	—	—	11	41	114	97	72
Worthing	—	—	—	—	7	Closed	—	—	10
York	—	—	57	72	81	88	145	110	102
Ireland:									
Ballymena	—	—	—	—	—	—	17	16	18
Belfast	—	—	—	—	—	—	80	106	140
Blackrock	—	—	—	—	—	—	6	—	—
Bray	—	—	—	—	—	—	12	6	6
Carlow	—	—	—	—	—	—	—	—	14
Drogheda	—	—	—	—	—	—	—	12	19
Dublin, 1st	—	—	—	—	—	—	126	51	55
„ 2nd	—	—	—	—	—	—	—	17	28
Dundalk	—	—	—	—	—	—	—	—	21
Lisburn	—	—	—	—	—	—	15	22	18
Londonderry	—	—	—	—	—	—	18	30	37
Portadown	—	—	—	—	—	—	13	5	4
Waterford	—	—	—	—	—	—	—	18	20
United States:									
New York	—	—	—	—	—	—	—	12	24

TABLE V.—AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS.—TABLE showing the YEARLY INCOME AND EXPENDITURE of the Society, from its Establishmen' in 1860 to the close of the Year 1868.

—	Income for each Year.	Balance in hand from previous Year.	Total.	Expenditure in each Year.*												Balance in hand at the close of the Year.
				Donation (or Out-of-work) Benefit, and similar Allowances.	Tool Benefit.	Sick Benefit.	Funeral Benefit.	Accident Benefit.	Superannuation Benefit.	Maintenance of Trade Privileges.	Benevolent Grants.	Loans to promote Technical Education.	Grants and Loans to other Trades.	Miscellaneous Expenditure (including Cost of Management).	Total Expenditure in each Year.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1860	647 13 5½		647 13 5½	24 14 2	10 6 1	11 10 0	17 0 0							305 8 4	368 18 7	278 14 10½
1861	1,201 5 1	278 14 10½	1,479 19 11½	246 18 10	40 2 9	91 18 11	23 0 0							543 14 8	945 15 2	534 4 9½
1862	1,614 4 3½	534 4 9½	2,148 9 1	238 3 5	38 13 1½	248 15 4	73 0 0			6 19 9				700 8 10	1,306 0 5½	842 8 7½
1863	3,334 15 1½	842 8 7½	4,177 3 9	434 14 10½	101 3 8	570 15 9	95 0 0	30 0 0		9 15 6				893 2 8½	2,134 12 6	2,042 11 3
1864	5,943 5 1	2 042 11 3	7,985 16 4	211 0 2½	87 10 9	1,030 13 2	212 10 0			761 14 10				1,115 17 4	3,419 6 3½	4,566 10 0½
1865	10,487 15 0	4,566 10 0½	15,054 5 0½	339 12 10½	114 4 11½	1,369 15 5	257 10 0	200 0 0	7 14 0	1,941 8 1½	121 10 0		69 0 0	2,312 16 1	6,733 11 5½	8,320 13 7
1866	16,530 19 9½	8,320 13 7	24,860 13 4½	1,334 15 8½	362 0 9	2,246 1 2	423 10 0	360 0 0		2,524 17 9	270 18 2		109 0 0	4,177 5 6½	11,808 9 1	13,052 4 3½
1867	18,245 10 2	13,052 4 3½	31,297 14 5½	5,271 11 3½	523 12 5	3,271 2 11½	581 0 0	200 0 0	16 11 0	1,818 2 5½	303 1 6		103 0 0	4,051 1 7½	16,144 3 3	15,153 11 2½
1868	19,692 4 4½	15,153 11 2½	34,845 15 7	5,874 17 0	619 3 7	4,204 10 10½	830 0 0	800 0 0	33 17 0	455 12 5½	351 10 0	35 0 0	53 0 0	4,403 8 7	17,665 19 6	17,179 16 1
Total Income of the Society for the Nine Years.	77,706 12 4½	Totals under the several Heads of Expenditure for the Nine Years - - -		13,976 8 4½	1,896 18 1	13,945 3 7	2,512 10 0	1,590 0 0	58 2 0	7,518 10 10½	1,051 19 8	35 0 0	339 0 0	18,503 3 8½	60,526 16 3½	Total Expenditure of the Society for the Nine Years.

* Information respecting the various allowances to members, &c., which go to make up the expenditure set forth in this Table, as well as respecting the society's sources of income, will be found in the evidence of Mr. Robert Applegarth.
See App. A., *ante*, under the heading *Organization and Objects of Trade Societies and Associations.*

J. STATISTICS OF TRADE SOCIETIES.

VI. Amalgamated Society of Carpenters.

Items of Yearly Income and Expenditure, 1864-8.

TABLE VI.—AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS.—TABLE showing the ITEMS of YEARLY INCOME and EXPENDITURE, for the Five Years ending 1868.

	1864.	1865.	1866.	1867.	1868.
* **(A.) Income:**	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Contributions, fines, and levies	5048 11 4	9,015 8 1½	14,292 12 1½	16,912 9 4	18,210 14 6
Proposition fees	223 0 9	356 3 10	432 1 3	242 13 4	255 4 6½
Entrance fees	581 8 0	941 0 0½	1,378 13 1	732 2 0	799 13 9
Honorary members' contributions	3 4 6	4 10 0	5 4 3	7 15 3	3 4 6
Sale of rules, cards, and reports	49 7 0	88 7 6½	184 5 4½	178 14 8½	173 13 1½
„ old materials	—	—	—	—	1 5 0
Returned loan	—	—	5 0 0	5 0 0	—
Received as accident compensation	—	—	60 0 0	—	—
Overplus	0 18 9	0 2 3	1 3 1	0 5 6½	2 6 6
Bank interest	36 14 9	82 3 2½	181 0 7½	166 10 0	237 2 5½
	5,943 5 1	10,487 15 0	16,539 19 9½	18,245 10 2	19,692 4 4½
(B.) Expenditure:					
DONATION (OR OUT-OF-WORK) BENEFIT AND SIMILAR ALLOWANCES:					
Donation, benefit, and travellers' allowances	191 12 5	291 16 2½	1,253 8 0	5,200 3 6	5,724 4 8½
Sending members to situations	19 7 9½	47 16 8	81 7 8½	71 7 9½	150 12 3½
	211 0 2½	339 12 10½	1,334 15 8½	5,271 11 3½	5,874 17 0
TOOL BENEFIT	87 10 9	114 4 11½	362 0 9	523 12 5	619 3 7
SICK BENEFIT	1,030 13 2	1,369 15 5	2,246 1 2	3,271 2 11½	4,204 10 10½
FUNERAL BENEFIT	212 10 0	257 10 0	423 10 0	581 0 0	830 0 0
ACCIDENT BENEFIT	—	200 0 0	360 0 0	200 0 0	800 0 0
SUPERANNUATION BENEFIT	—	7 14 0	—	16 11 0	33 17 0
MAINTENANCE OF TRADE PRIVILEGES	761 14 10	1,941 8 1½	2,524 17 9	1,818 2 5½	455 12 5½
CONTINGENT AND BENEVOLENT FUND:					
Benevolent grants	—	121 10 0	270 18 2	308 1 6	351 10 0
Loans to various branches to promote technical education	—	—	—	—	35 0 0
Grants and loans to other trades, &c.	—	69 0 0	109 0 0	103 0 0	58 0 0
	—	190 10 0	379 18 2	411 1 6	444 10 0
MISCELLANEOUS EXPENDITURE, including COST OF MANAGEMENT:					
Sick stewards	40 11 1	63 10 10	97 17 10	127 5 0	167 14 10
Medical certificates	3 9 9	3 8 0	68 13 9	123 1 9	148 7 0
Delegations	47 19 2½	217 17 5	567 16 2	206 7 2	189 5 11
Arbitration expenses	—	—	—	—	5 16 5
Disabled members	—	—	—	—	11 15 11
Defalcations	—	—	83 19 3½	148 7 3½	23 19 8½
Paid on account of emblem	—	—	—	110 0 0	—
Emblem and frames	—	—	—	—	199 0 0
Advertising and public meetings	14 9 3½	—	—	—	—
Expenses of delegate meetings	—	—	31 7 9	—	—
Plymouth delegate	—	—	15 14 2	—	—
Late treasurer's deficiencies	80 12 5	—	—	—	—
International Working Men's Association	—	—	—	2 0 0	2 0 0
London Trades Council	2 12 0	5 0 0	15 0 0	—	10 0 0
Errors	0 1 7	0 3 5	1 2 5½	0 8 2	3 13 9
Bad coin	0 4 0	1 0 0	0 6 10	—	—
Share of expense of Exeter Hall meetings	—	—	—	11 8 10	—
Meetings of council	28 1 1	50 13 10½	65 12 6	64 17 6	96 15 6
Secretaries' salaries (including general secretary)	262 11 2½	386 0 7½	566 19 7	688 3 9½	723 4 1
Treasurers' salaries (including treasurer of the council	52 7 11	85 3 1	163 13 5	227 8 1½	247 2 10
Branch officers and committees	106 10 8	265 10 10	375 5 0	407 0 11	442 13 8½
Auditing (including general office) accounts	31 4 3	55 17 11	96 4 8	114 10 11	141 16 11
Printing and stationery	167 1 8½	524 18 9½	1,052 17 8	966 3 11	991 2 3
Postage, carriage of parcels, &c.	72 8 2½	147 8 0½	228 5 1½	225 2 8	224 12 10½
Telegrams	0 14 0	1 8 6	3 18 11	2 1 3	1 5 9
Money orders	—	—	17 1 0	22 8 11	26 1 8
Furniture, fixtures, &c. for the general office	11 8 0	17 17 8	128 17 3½	—	—
Boxes, bags, repairing the same, &c.	43 19 11½	114 15 2		103 19 5½	80 18 1
General office and branch seals	—	101 17 0	43 12 0	15 4 6	17 15 6
Rents, gas, coals, taxes, &c.	129 16 7½	202 15 1	286 8 8	372 16 0	449 8 6½
Insurance	—	2 9 0	2 4 6	2 4 6	4 10 4
Law expenses	1 11 4	25 5 0	204 7 6½	37 2 7½	115 13 0½
Gratuities to postmen and servants	—	—	—	0 15 0	0 5 6
Banking expenses	18 3 0½	39 15 10	59 19 5	72 3 4	78 8 5½
	1,115 17 4	2,312 16 1	4,177 5 6½	4,051 1 7½	4,403 8 7

* See note, p. 209.

TABLE VII.—OPERATIVE BRICKLAYERS' SOCIETY.*—TABLE showing (1) the Total Number of Members, (2) the Number of Branches, and (3) the Number of Members in each Branch for the seven years ending June 1868.

	1862.	1863.	1864.	1865.	1866.	1866-7.	1867-8.
(1.) TOTAL NUMBER OF MEMBERS	2,027	2,592	3,297	4,320	5,223	5,091	3,409
(2.) NUMBER OF BRANCHES -	43	55	61	74	87	95	96
(3.) NUMBER OF MEMBERS IN EACH BRANCH :							
London District—							
Battersea - - -	13	17	17	55	66	24	—
Borough - - -	120	117	139	194	197	196	147
Bow - - - -	12	21	23	19	28	19	13
Brentford - - -	6	—	—	—	—	—	—
Brixton - - -	24	25	32	35	40	52	38
Camberwell - - -	55	67	54	64	65	65	50
Canning Town, Essex -	—	—	—	—	52	65	14
Chelsea - - -	80	82	80	124	152	137	86
Clare Market - -	16	11	16	16	17	—	—
Commercial Road - -	—	—	—	—	78	63	40
Croydon - - -	73	70	78	75	74	40	18
Ealing - - -	—	29	35	40	52	45	23
Greenwich - - -	24	21	14	9	18	15	20
Hammersmith - -	—	—	—	66	67	50	17
Kensington (Catherine Wheel)	49	55	81	106	112	127	—
„ (Adam and Eve)	—	—	—	—	—	—	36
Kensal New Town - -	—	—	—	39	34	16	12
Kentish Town - -	—	—	7	6	59	35	Closed
Kingston - - -	12	16	14	40	46	19	8
King's Cross - -	49	51	114	212	264	277	151
Lambeth - - -	156	161	215	338	390	310	184
Lower Norwood - -	—	—	—	37	70	23	10
Paddington - - -	69	78	90	83	85	97	85
Poplar - - -	80	95	70	83	84	62	38
Richmond - - -	35	32	30	36	36	33	17
Shoreditch - - -	104	138	134	151	163	143	88
Strand - - -	—	—	—	—	—	21	19
Sydenham - - -	13	10	14	45	45	35	28
Twickenham - -	—	—	—	—	—	57	19
Wandsworth - -	—	—	—	—	—	—	10
West Ham - - -	—	—	—	—	64	40	—
Woolwich - - -	—	107	101	114	106	79	25
Provincial Branches :							
Aldershot - -	11	12	12	11	11	12	7
Barrow-in-Furness - -	—	—	—	—	—	—	28
Bedford - - -	—	—	—	20	40	42	31
Bilston - - -	—	66	63	51	49	36	25
Bishops Stortford - -	—	—	—	—	—	—	20
Birmingham - - -	—	—	—	—	—	—	48
Bridgenorth - - -	—	18	29	37	35	35	35
Brierley Hill - -	—	—	41	40	40	26	12
Brighton - - -	27	25	26	39	61	69	34
Bromley - - -	—	—	—	—	—	18	Closed
Burslem - - -	—	29	176	206	206	180	151
Cambridge - - -	—	—	—	—	41	46	16
Cannock - - -	—	—	—	—	—	13	14
Chatham - - -	—	—	—	—	—	—	25
Cheadle - - -	—	—	—	16	18	6	—
Cheltenham - - -	30	15	7	5	19	20	11
Coatbridge - - -	—	—	41	22	24	29	—
Darlaston - - -	—	—	28	30	35	37	32
Dartford - - -	—	—	—	27	37	30	23
Dover - - -	39	17	6	5	5	No Report	18
Droitwich - - -	—	—	25	20	25	24	19

* For the first four years named in this Table, the yearly accounts of the Operative Bricklayers' Society were made up to the end of December in each year ; for the remaining years, up to the end of June. The column headed "1866" shows, therefore, the progress of the society during the first six months only of 1866. Before the year 1862 the society had no branches out of London.

The *Operative Bricklayers' Society*, which has its head-quarters in London, must not be confounded with the *Friendly Operative Bricklayers' Accident and Burial Society*, nor with the *United Operative Bricklayers' Trade Protection Society*, which are sections—one for "provident," the other for "trade" purposes—of another society of bricklayers, having its head-quarters at Sheffield. From the evidence of Mr. Housley, the secretary of the last-mentioned society (9 April 1867, *First Report*, p. 72, and App. A., *ante*), it appears that at the close of 1866 that society numbered 96 branches, in Great Britain, and 5,254 members. See also App. D, answer xx., p. 68. Mr. Coulson, the secretary of the *Operative Bricklayers'* Society, was also examined by the Commissioners (2 April 1867, *First Report*, p. 55, and App. A., *ante*).

J. STATISTICS OF TRADE SOCIETIES.

VII. Operative Bricklayers' Society.

Number of Members and Branches, 1862–1868.

—	1862.	1863.	1864.	1865.	1866.	1866–7.	1867–8.
(3). NUMBER OF MEMBERS IN EACH BRANCH—*cont.*							
Dudley	28	51	91	95	78	97	72
Edinburgh	65	55	71	76	70	51	20
Exeter	51	30	40	50	53	33	29
Fareham	49	9	15	12	12	1	—
Farnham	—	—	—	25	30	15	10
Gloucester	14	44	1	1	1	43	39
Gornal	—	97	80	70	75	76	60
Gosport	36	—	Broken up	—	—	—	—
Grantham	—	—	—	—	35	50	15
Greatbridge	—	—	—	—	—	—	20
Guildford	58	46	32	32	40	43	37
Hales Own	—	32	54	55	47	42	28
Hastings	48	—	—	21	37	32	28
Hereford	25	32	32	40	46	28	16
Jarrow	—	—	—	—	33	35	44
Ironbridge	—	—	46	37	39	35	21
Kidderminster	—	26	36	18	20	20	15
Leamington	62	66	49	43	53	55	46
Leominster	—	22	26	26	24	17	17
Lichfield	—	—	—	25	21	30	30
Longton	—	27	45	40	53	40	27
Luton	—	—	—	—	—	43	13
Lynn	—	—	—	—	22	19	14
Maidstone	—	—	—	67	78	93	90
Malvern	73	82	95	92	90	88	74
Market Drayton	—	—	26	31	34	29	21
Motherwell	—	31	—	—	—	—	30
Newcastle-under-Lyne	—	—	90	81	84	54	43
Newport	—	—	—	—	18	20	29
Northampton	—	—	—	81	100	100	44
Oxford	—	—	—	—	—	33	20
Peterborough	—	—	—	—	—	55	40
Portsmouth	29	—	—	—	—	—	—
Plymouth	—	—	—	—	24	Closed	—
Reading	—	—	—	—	66	34	19
Red Hill	—	—	59	64	66	48	5
Rochester	31	30	22	20	23	90	—
Sheerness	7	—	—	—	—	Closed	—
South Shields	—	—	—	—	12	32	10
Stourbridge	67	91	101	100	93	67	48
Stratford-on-Avon	—	—	—	—	—	30	25
Stratford, Essex	—	—	—	—	—	—	5
Sutton	—	16	20	26	33	34	22
Taunton	—	—	—	—	—	53	65
Tenbury	—	—	—	—	—	17	15
Toll End	—	24	28	35	25	21	—
Tunbridge Wells	—	—	—	—	30	40	41
Walsall	40	96	107	103	105	100	83
Ware	—	—	—	—	—	12	40
Watford	—	—	—	—	—	37	19
Wednesbury	63	88	76	74	77	54	35
West Bromwich	34	40	52	55	56	49	29
Wellington, Salop	—	—	—	31	—	—	—
Whetstone	—	—	—	—	19	37	5
Whitchurch	—	—	—	21	22	18	5
Windsor	—	—	—	—	—	71	23
Wolverhampton	90	105	101	117	107	86	78
Worcester	59	82	90	140	162	135	100

TABLE VIII.—FRIENDLY SOCIETY OF OPERATIVE HOUSE CARPENTERS AND JOINERS OF GREAT BRITAIN AND IRELAND.—TABLE showing (1) the Total Number of Members, (2) the Number of Branches, and (3) the Number of Members in each Branch at the close of each Year, for the Ten Years ending August 1868.

	1858-9.	1859-60.	1860-1.	1861-2.	1862-3.	1863-4.	1864-5.*	1865-6.*	1866-7.*	1867-8.*
(1.) TOTAL NUMBER OF MEMBERS	2,029	2,483	3,535	3,821	2,832	2,951	6,986	9,490	9,700	9,115
(2.) NUMBER OF BRANCHES	44	54	65	72	56	62	101	140	158	149
(3.) NUMBER OF MEMBERS IN EACH BRANCH:										
Abergavenny	—	—	—	—	—	—	—	19	10	—
Accrington	—	17	15	17	8	—	—	—	—	—
Alderley Edge	7	15	20	14	9	8	11	16	16	8
Altrincham	50	62	69	62	64	36	52	62	62	71
Ashton-under-Lyne	64	83	103	88	71	68	137	21	130	163
Askham-i'-Furness	—	—	—	—	—	—	—	114	5	—
Atherstone	—	—	—	—	—	—	15	12	18	10
Bacup	—	—	—	34	—	—	—	—	—	—
Barnsley	—	—	—	—	—	—	—	13	15	—
Barrow-in-Furness	—	—	—	—	36	62	163	294	140	54
Bath	62	48	102	76	54	49	58	72	70	68
Belfast	—	—	—	—	—	—	—	27	52	72
Bilston	—	—	—	—	—	—	—	17	24	16
Birkenhead	—	36	54	49	31	—	—	—	—	—
Birmingham	—	—	—	—	—	65	—	—	—	—
Birmingham Albion	—	—	—	—	—	—	64	72	58	51
„ Alliance	—	—	—	—	—	—	47	49	58	51
„ Central	—	—	—	—	—	—	40	28	36	34
„ Freedom	—	—	—	—	—	—	29	23	24	22
„ Industrial	—	—	—	—	—	—	194	185	164	155
„ Progressive	—	—	—	—	—	—	—	120	112	89
Blackburn	134	175	151	181	179	178	241	222	226	203
Blackpool	—	—	—	—	—	18	45	80	73	66
Bolton	90	108	111	117	73	56	103	184	184	198
„ Progressive	25	40	50	44	—	—	14	29	29	43
Bootle	—	—	—	—	—	—	—	21	7	11
Bradford No. 1	—	—	—	—	—	—	26	60	68	49
„ Alliance	—	—	—	—	—	—	—	—	—	48
Brecon	—	—	—	—	—	—	—	—	9	—
Bridgewater	—	—	—	—	—	—	15	17	—	—
Bristol No. 1	107	140	129	147	159	146	237	213	227	215
„ City	—	—	170	155	161	134	213	201	188	165
„ United	—	—	—	—	—	—	—	—	17	23
Bromsgrove	—	—	—	—	—	—	—	—	16	9
Burnley	23	39	37	44	25	28	40	61	63	94
Burslem	—	—	28	15	—	—	—	—	—	—
Burton-on-Trent	—	—	—	—	—	—	42	54	42	29
Bury	49	69	97	109	—	—	—	—	—	—
Buxton	—	—	—	—	—	—	—	12	8	10
Canterbury	—	—	—	—	—	—	17	20	19	15
Cardiff	56	38	43	47	—	—	—	36	94	87
Carlisle	7	25	41	23	8	7	46	82	82	78
Cheadle	14	10	13	19	16	15	25	18	24	25
Cheltenham	—	—	—	—	—	—	17	41	42	30
Chester	57	39	45	83	36	32	47	37	41	28
Chesterfield	—	—	23	20	25	12	8	36	35	46
Chorley	—	—	—	—	25	19	26	38	46	55
Cirencester	—	—	—	—	—	—	—	8	2	—
Cockermouth	—	—	—	—	—	—	—	—	12	15
Coventry	52	30	31	37	24	30	52	52	54	54
Crewe	—	—	—	—	—	26	34	22	30	27
Darlington	—	—	—	19	—	—	—	—	—	—
Derby	85	98	99	102	95	96	183	141	162	138
Dewsbury	—	—	—	—	—	17	19	21	20	15
Douglas (Isle of Man)	—	—	40	22	—	—	—	—	—	—

* In the years 1858–9 to 1863–4, the figures show only the members "clear on the books," not the whole number of members enrolled. In each of the four succeeding years, the whole number of members on the books is given, the number of "clear" members in those four years being 4,895, 7,220, 7,348, 7,150 respectively.

J. STATISTICS OF TRADE SOCIETIES.

VIII. Friendly Society of Operative Carpenters.

Number of Members and Branches, 1859–1868.

	1858-9.	1859-60.	1860-1.	1861-2.	1862-3.	1863-4.	1864-5.	1865-6.	1866-7.	1867-8.
(3.) NUMBER OF MEMBERS IN EACH BRANCH—*cont.*										
Downpatrick	—	—	—	—	—	—	—	—	36	21
Droylesden	25	26	41	32	—	—	—	—	—	—
Dudley	—	—	—	—	—	—	38	25	18	10
Earlestown	—	—	—	—	—	—	—	12	15	—
Eccles	—	—	15	20	22	18	54	72	74	70
Elland	—	—	—	—	—	—	—	11	9	11
Fleetwood	—	—	—	—	—	—	21	7	6	6
Frome	—	—	—	—	—	—	—	11	8	—
Glossop	—	—	—	—	—	—	—	—	—	—
Gloucester	—	—	—	—	—	—	86	69	65	50
Grantham	—	—	—	—	—	—	—	—	30	37
Great Grimsby	—	—	—	—	—	—	—	21	—	—
Halshaw Moor	—	—	25	20	10	7	—	—	—	27
Hanley	—	—	34	38	6	—	—	—	—	—
Heywood	20	31	35	33	—	—	—	—	—	—
Holborn Hill, Cumb.	—	—	—	—	—	—	—	16	40	7
Hull	—	—	—	—	—	—	64	76	78	66
Hyde	—	—	14	15	12	11	35	28	43	39
Keighley	—	—	—	—	—	—	38	42	48	45
Kendal	42	45	43	46	47	43	60	62	72	66
Lancaster	35	45	42	41	25	20	49	50	46	42
Leamington	—	—	—	—	—	—	40	44	41	31
Leeds	—	57	77	78	20	34	83	87	100	106
Leicester	—	—	—	—	—	29	68	218	165	85
„ Good Intent	—	—	—	—	—	—	—	—	8	10
Leigh	—	20	16	13	—	—	18	24	26	28
Lincoln	—	—	—	—	—	—	235	361	70	74
Liverpool No. 1	68	99	165	245	209	170	22	15	—	—
„ No. 2	—	—	25	42	27	14	13	126	21	23
„ Central	—	—	—	30	7	13	26	12	74	88
„ Everton	—	—	—	—	—	—	—	—	15	28
„ Liver	—	—	—	—	—	—	—	—	300	60
„ Old Swan	—	—	—	—	—	—	29	57	62	54
„ Park	—	—	—	17	—	—	—	9	12	22
Llanelly	—	—	—	—	—	—	38	26	26	26
London	—	—	—	—	—	—	53	—	—	—
„ Abbey	—	—	—	—	—	—	—	—	32	28
„ Beehive	—	—	—	—	—	26	—	57	81	99
„ Great Western	—	—	—	—	—	—	—	—	—	38
„ Nelson	—	—	—	—	—	—	—	28	22	17
„ Progressive	—	—	—	—	28	99	—	23	24	27
„ Royal	—	—	—	—	—	—	—	120	84	75
„ Victory	—	—	—	—	—	—	—	11	6	7
„ Wandsworth	—	—	—	—	—	—	—	12	8	15
Loughborough	—	—	—	—	—	—	33	45	47	17
Lymm	—	—	—	12	—	—	—	—	—	—
Lynn	—	—	—	—	—	—	—	—	—	12
Macclesfield	21	19	24	26	28	23	29	47	51	58
Manchester	72	73	120	139	100	92	144	176	182	188
„ Ancoates	—	—	—	—	—	—	17	61	56	39
„ Beehive	—	—	—	—	—	—	162	132	140	113
„ City of	131	128	155	173	150	168	346	188	340	400
„ City Branch	—	—	—	—	—	—	52	—	—	—
„ Cheetham Hill	—	—	—	—	—	—	39	55	70	70
„ Hulme	152	163	174	201	167	180	365	482	460	437
„ Olive Branch	—	—	—	—	—	—	—	126	120	115
„ Victoria	55	64	113	155	69	73	156	229	240	198
Mansfield	—	—	—	—	—	—	—	10	12	19
Matlock	—	—	—	—	—	—	—	—	10	19
Merthyr Tydvil	—	—	—	—	—	—	—	49	24	19
Mumbles	—	—	—	—	—	—	—	—	—	15
Nantwich	—	—	—	—	—	—	—	—	15	18
Neath	—	—	—	—	—	—	44	53	30	24
Newark	—	—	—	—	—	—	—	21	26	33
Newcastle-on-Tyne	—	26	22	17	10	—	—	—	—	—
Newmills	—	—	—	—	—	—	—	17	17	13
Newport	26	18	15	13	—	—	45	72	65	63
Newton Heath	—	—	—	—	—	—	—	7	18	16
Newtown	—	—	—	—	—	—	—	—	10	9
Northwich	—	—	—	—	—	—	33	48	45	46
Nottingham	43	34	34	32	40	57	179	323	264	270
Oaken Gates	—	—	—	—	—	—	10	25	19	12
Oldbury	—	—	—	—	—	—	—	—	12	—

	1858-9.	1859-60.	1860-1.	1861-2.	1862-3.	1863-4.	1864-5.	1865-6.	1866-7.	1867-8.
(3.) NUMBER OF MEMBERS IN EACH BRANCH—*cont.*										
Oldham	27	30	50	62	42	49	131	100	132	136
Over Darwen	—	22	32	29	35	53	65	57	64	57
Oystermouth	—	—	—	—	—	—	—	14	17	—
Padiham	—	26	30	27	25	29	26	30	33	36
Pendleton	—	—	—	—	—	—	19	53	78	76
Penrith	—	—	19	26	—	—	—	—	—	—
Preston	55	68	71	81	78	85	115	159	175	165
„ Progressive	—	—	—	—	—	36	85	107	93	95
Prestwich	—	—	—	—	—	—	—	9	13	22
Plymouth	—	—	—	—	—	—	61	53	60	29
Ramsgate	—	—	—	—	—	—	—	9	5	2
Redditch	—	—	—	—	—	—	16	15	9	9
Retford	—	—	—	—	—	—	21	14	16	15
Rochdale	10	23	37	32	38	41	56	75	90	114
„ Hand-in Hand	—	—	—	—	16	18	21	37	33	26
Rossendale	—	18	40	35	24	2	36	39	38	43
Rugby	—	—	—	—	—	—	—	20	—	—
Runcorn	—	—	—	—	—	20	27	33	31	37
Saddleworth	—	—	—	—	—	—	—	—	7	—
St. Helens	33	59	57	55	63	59	107	158	184	204
Salford	90	90	115	132	96	116	194	242	240	274
Scarborough	—	—	32	33	—	—	—	—	—	—
Sheffield	44	43	26	21	24	17	81	87	72	95
Shiffnall	—	—	—	—	—	—	—	—	22	17
Shrewsbury	—	—	—	—	—	—	64	61	58	69
Southport	30	33	72	92	134	133	178	173	160	149
Spalding	—	—	—	—	—	—	—	—	23	—
Stafford	—	—	26	11	—	—	—	—	—	—
Stockport	39	49	56	48	33	69	99	108	126	140
Stockton-on-Tees	18	17	16	14	—	—	—	—	—	—
Stourbridge	—	—	—	—	25	18	34	28	25	21
Stratford-on-Avon	—	—	—	—	—	—	—	11	16	15
Swansea	—	—	—	—	—	—	123	186	212	238
Tamworth	—	—	—	—	—	—	22	—	—	—
Tipton	—	—	—	—	—	—	—	10	11	8
Treherbert	—	—	—	—	—	—	—	—	50	—
Tunstall	—	—	9	—	—	—	—	—	—	—
Tyldesley and Chowbent	—	—	—	—	—	—	—	—	15	11
Ulverston	—	—	—	—	—	8	26	23	27	11
Walsall	—	—	—	—	—	—	44	77	81	69
Warrington	—	—	40	31	32	33	76	61	56	66
Warwick	—	—	—	—	—	—	—	17	16	19
Waterloo and Seaforth	—	—	—	—	—	4	55	82	89	47
Wavertree	—	—	—	—	10	9	11	11	10	9
Wednesbury	—	—	—	—	—	—	28	10	9	15
Wells	—	—	—	—	—	—	—	17	23	21
West Bromwich	—	—	—	—	—	—	30	24	29	16
Weston-super-Mare	33	20	32	26	—	—	—	30	22	—
Whitby	49	23	18	43	—	—	—	—	—	—
Whitehaven	—	—	—	—	—	—	—	—	28	22
Widnes	—	—	—	—	—	—	—	17	11	12
Wigan	—	32	30	45	23	23	43	73	100	111
Winchester	—	—	—	—	—	—	—	—	13	10
Windermere	—	—	—	15	—	—	—	—	—	—
Winsford	—	—	—	—	—	—	21	19	22	31
Withington	—	—	—	—	—	—	—	18	27	24
Wolverhampton	10	10	41	21	22	20	50	82	70	51
Woolton	—	—	—	13	17	10	16	17	20	24
Worcester	—	—	—	—	—	—	—	25	32	23
Workington	—	—	—	—	—	—	—	32	22	12
Wrexham	—	—	26	16	19	10	21	19	33	18

J. Statistics of Trade Societies.

IX. Friendly Society of Iron-founders.

Number of Members and Branches, 1859–1868.

TABLE IX.—FRIENDLY SOCIETY OF IRONFOUNDERS OF ENGLAND, IRELAND, AND WALES.—TABLE showing (1) the Total Number of Members, (2) the Number of Branches, and (3) the Number of Members in each Branch, at the Close of each Year, for the 10 Year ending 1868.

	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(1.) TOTAL NUMBER OF MEMBERS	7,317	7,973	8,229	8,458	8,840	9,723	10,604	11,121	10,839	9,853
(2.) NUMBER OF BRANCHES	75	78	81	83	87	93	96	105	105	103
(3.) NUMBER OF MEMBERS IN EACH BRANCH:										
Accrington	—	—	—	42	43	58	90	83	75	65
Banbury	24	24	30	24	23	26	36	39	45	29
Barnsley	42	33	28	35	35	44	28	38	38	30
Barrow	—	—	—	—	—	—	—	41	38	28
Bedford	26	50	70	51	47	60	58	83	65	72
Belfast	110	125	138	148	192	219	216	229	220	182
Bermondsey	—	—	—	—	—	—	50	51	—	—
Bilston	64	47	41	51	54	46	63	71	71	48
Birkenhead	—	36	40	43	36	50	58	44	68	57
Birmingham	109	131	149	147	170	179	161	163	192	169
Blackburn, first	328	404	307	253	244	87	127	159	116	180
„ second	—	—	—	—	—	83	109	119	90	—
Bolton	370	421	408	387	385	234	261	252	249	226
Bradford	161	194	216	230	248	226	267	275	265	257
Bridgewater	27	12	15	16	17	17	20	28	20	19
Brighton	54	46	49	56	63	52	61	54	52	43
Bristol	70	66	66	56	58	67	67	71	56	55
Burnley	104	106	98	86	82	75	103	111	107	100
Bury	236	283	220	220	210	210	282	294	286	276
Butterley	42	44	52	47	44	42	56	67	72	41
Cambridge	30	28	33	36	46	39	44	33	36	41
Cardiff	—	—	—	—	—	11	23	28	30	14
Carlisle	53	60	64	66	67	82	90	80	80	67
Chelsea	—	—	—	—	81	142	160	153	150	108
Chester	47	48	59	57	81	103	100	96	82	83
Chesterfield	33	33	54	47	58	72	80	91	91	69
Coventry	41	33	36	—	—	—	—	—	—	—
Cleckheaton	57	82	76	86	89	64	59	32	43	59
Crewe	—	—	—	—	—	—	25	36	60	57
Darlington	—	—	—	—	—	—	—	27	34	14
Dartford	62	69	64	79	86	57	53	49	50	56
Derby	178	151	152	160	173	188	188	206	140	137
Devonport	36	41	34	33	34	37	32	38	47	43
Dewsbury	—	—	—	—	—	14	23	24	37	28
Dublin	80	76	83	87	72	95	99	78	93	92
Dudley	71	67	87	103	71	98	101	84	93	75
Dumfries	17	13	16	19	18	22	15	26	20	21
Exeter	46	40	45	46	37	37	40	45	50	54
Frome	—	—	—	—	—	—	36	47	50	37
Gloucester	62	50	51	54	51	42	50	50	56	51
Grantham	—	—	—	—	—	—	—	53	69	68
Greenwich	120	88	113	114	120	129	127	108	112	105
Halifax	73	86	111	60	70	76	102	149	147	157
Hanley	75	73	80	92	105	133	118	102	88	93
Hartlepool	34	41	46	46	41	65	48	48	41	26
Heywood	67	73	61	58	54	61	73	79	76	94
Huddersfield	55	64	62	74	97	105	110	140	136	106
Hull	69	73	90	99	80	77	95	88	85	85
Ipswich	63	58	73	76	60	68	52	57	54	62
Keighley	41	50	56	69	86	95	116	138	141	125
Lancaster	37	36	40	34	39	53	55	48	50	54
Leamington	—	—	—	38	41	37	38	50	50	50
Leeds	191	228	237	257	349	204	235	192	160	144
„ South	—	—	—	—	—	191	200	205	200	164
Leicester	49	50	53	66	72	79	87	86	99	90

—	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) NUMBER OF MEMBERS IN EACH BRANCH—*cont.*										
Lincoln	30	38	45	54	66	93	81	72	89	102
Little Bolton	—	—	—	—	—	192	230	242	229	216
Liverpool	300	279	373	446	250	270	261	276	264	252
„ South	—	—	—	—	217	252	248	254	210	180
London	492	430	308	334	274	327	313	270	310	274
London, East	149	146	187	187	216	255	234	222	207	169
„ North	—	—	116	164	184	212	224	200	181	157
Macclesfield	27	21	30	24	21	27	21	29	23	23
Maidstone	—	—	—	—	—	70	77	67	78	71
Manchester, first	503	492	495	524	239	254	306	182	178	166
„ second	—	—	—	—	175	183	193	179	169	157
„ third	—	—	—	—	195	235	211	203	196	179
„ fourth	—	—	—	—	—	—	—	177	161	134
Mansfield	30	44	40	58	54	50	63	70	69	75
Middlesbrough	122	94	128	145	157	150	156	171	177	165
Mortomley	59	63	59	61	58	73	66	68	77	67
Newark	—	—	40	49	34	34	36	27	32	28
Newcastle	106	112	119	144	159	169	138	119	119	107
Northampton	51	60	61	54	52	62	73	90	31	41
Nottingham	87	89	66	55	50	51	78	90	93	121
Oldham, first	375	429	170	153	156	159	215	231	210	209
„ second	—	—	263	224	173	200	230	248	256	253
Preston	100	109	110	114	89	96	106	110	127	121
Reading	16	28	26	19	29	35	40	40	45	38
Renishaw	44	42	43	43	41	40	39	40	39	38
Rochdale	80	112	122	100	111	112	130	169	169	104
Rotherham	—	—	—	—	—	—	32	37	43	45
St. Helen's	67	58	68	62	62	77	87	91	86	74
Salford	204	260	219	244	248	286	319	328	313	293
Sheffield, first	122	165	177	182	221	258	265	143	149	136
„ second	—	—	—	—	—	—	—	117	122	139
Smethwick	120	127	125	120	154	151	172	173	169	154
South Shields	—	—	—	—	—	—	—	29	42	24
Southampton	47	54	55	82	58	60	60	74	64	58
Sowerby Bridge	—	—	—	51	47	49	61	63	60	56
Staleybridge	174	238	217	211	199	215	242	248	223	222
Stockport	122	131	139	134	135	115	113	130	120	122
Stockton	30	57	58	67	70	102	131	108	97	70
Stourbridge	—	—	—	—	—	—	—	34	43	43
Sunderland	—	—	—	—	—	—	—	18	22	24
Swindon	27	33	45	36	33	38	—	21	25	29
Todmorden	56	81	71	57	63	59	78	77	65	63
Toll End	56	48	46	54	60	60	72	77	62	48
Wakefield	59	63	50	45	44	51	47	76	72	66
Walsall	—	30	27	25	23	26	22	20	23	16
Warrington	48	60	57	51	65	69	71	67	61	63
Wigan	46	55	55	51	57	71	82	102	108	86
Wolverton	—	—	—	—	—	—	—	—	20	—
Woolwich	—	53	66	50	44	50	55	59	64	40
Worcester	29	44	48	55	40	55	55	57	78	51
Wrexham	33	33	36	35	30	22	20	22	19	19
York	52	62	66	46	58	57	64	66	75	59

J. Statistics of Trade Societies.

X. Friendly Society of Operative Stonemasons.

Number of Members and Branches, 1859–1868.

TABLE X. FRIENDLY SOCIETY OF OPERATIVE STONEMASONS OF ENGLAND AND WALES.—TABLE showing (1) the Total Number of Members, (2) the Number of Branches, and (3) the Number of Members in each Branch, at the Close of each Year for the 10 Years ending 1868.

	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(1.) TOTAL NUMBER OF MEMBERS	9,020	9,125	9,988	9,628	10,529	13,035	15,483	17,762	18,628	18,281
(2.) NUMBER OF BRANCHES	223	218	222	208	215	223	232	271	280	282
(3.) NUMBER OF MEMBERS IN EACH BRANCH:										
London District:										
Ball's Pond	—	—	—	—	—	—	—	27	26	45
Battersea Park	—	—	—	—	—	—	—	—	—	15
Chelsea	—	17	23	29	35	38	98	159	224	203
East London	—	—	—	—	—	—	16	—	—	—
Gordon Square	75	92	64	—	—	—	—	—	—	—
Greenwich	9	8	7	8	3	3	7	53	26	16
Hammersmith	11	—	—	—	—	—	—	—	—	—
Kentish Town	—	—	—	—	—	—	—	—	—	20
Mile End	54	42	8	11	31	63	146	—	—	—
North London	—	—	—	59	87	93	131	110	177	216
Notting Hill	37	37	29	30	—	—	—	—	—	—
Paviors' Arms	199	153	120	118	141	311	443	365	465	386
Shoreditch	—	—	—	—	—	—	—	157	176	92
South London	227	141	128	129	181	247	357	380	532	471
Southwark	111	165	71	57	75	105	104	108	160	198
Sydenham	—	—	7	10	—	—	65	66	47	35
Stratford	—	—	—	—	—	—	—	83	70	44
Wandsworth	29	8	5	7	—	—	—	—	—	—
West London	—	—	—	—	32	70	58	82	85	61
Provincial Branches:										
Abercarn	—	—	—	—	—	—	—	37	—	—
Abergavenny	—	26	—	—	—	—	—	8	47	—
Aberkenfig	—	5	—	—	—	—	—	—	—	—
Aberystwith	—	—	—	—	—	—	50	41	39	5
Accrington	75	51	112	36	50	9	8	24	82	101
Alderley	26	22	9	28	10	12	17	9	5	9
Alderney Island	35	27	18	15	17	11	11	11	10	7
Aldershott	9	2	—	—	—	—	—	—	—	—
Alithwaite	—	—	—	—	—	—	—	—	20	11
Alnwick	28	17	—	—	—	—	—	—	—	—
Alton	6	Closed.	—	—	—	—	—	—	—	10
Altrincham	66	49	75	33	49	43	70	44	61	57
Ampleforth	18	10	—	—	—	—	—	—	—	—
Arsley	5	—	—	—	—	—	—	—	—	—
Arundel	3	7	11	20	12	—	—	—	—	—
Ashbourne	2	2	4	1	—	—	—	—	—	—
Ashby-de-la-Zouche	3	3	4	2	3	3	5	22	16	5
Ashford	—	—	—	—	—	—	9	—	—	—
Ashley (Leicestershire)	—	—	7	—	—	—	—	—	—	—
Ashley (Salop)	5	8	8	—	—	—	—	—	—	—
Ashton-under-Lyne	104	69	77	66	52	63	74	70	54	46
Atherton	—	—	—	—	—	—	—	37	20	43
Aughton	—	—	—	—	—	8	4	5	33	16
Aylesbury	—	—	5	—	—	—	—	—	—	—
Bacup	24	46	64	61	25	—	—	—	—	10
Badwell Ash	18	—	—	—	—	—	—	—	—	—
Bakewell	—	—	12	—	—	—	—	—	—	—
Bangor	35	32	13	—	—	—	—	—	—	—
Barford	—	—	—	20	22	—	—	—	—	—
Barnard Castle	61	32	29	13	35	13	18	34	7	1
Barnsley	22	37	37	20	14	23	26	66	73	60
Barnstaple	—	—	—	—	—	—	—	23	18	15
Barrow-in-Furness	—	—	—	—	53	51	138	220	73	13

(3.) Number of Members in each Branch—*cont.*	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
Bath	32	90	75	80	40	51	50	80	79	100
Batley	—	—	—	—	—	—	—	11	16	—
Battle	—	19	—	—	—	—	—	—	—	—
Bearwood	—	—	—	—	—	—	—	46	48	43
Beaufort	—	—	—	63	71	—	—	34	—	—
Bedford	21	12	—	—	—	—	—	8	7	7
Bedwyn	—	18	19	10	9	—	—	—	—	—
Benenden	—	12	—	—	—	—	—	—	—	—
Berwick-on-Tweed	8	—	—	—	—	—	—	55	—	—
Beverley	—	—	9	4	—	—	—	—	11	3
Bingley	—	—	—	—	—	—	—	58	68	70
Birkenhead	58	71	132	287	282	245	255	296	255	100
Birmingham	101	84	137	90	117	128	130	135	205	116
Bishop's Auckland	—	—	14	14	9	—	—	44	53	48
Bishop's Castle	9	5	2	3	2	—	—	—	—	—
Bishop's Stortford	—	—	—	—	—	—	—	—	—	8
Blackburn	233	258	283	232	221	267	275	253	318	294
Blackpool	9	6	22	16	27	52	58	41	48	40
Blakeney	15	—	—	—	—	—	—	—	—	—
Bletchingley	—	—	—	—	—	—	—	—	—	14
Blyth	13	—	—	—	—	—	—	—	—	—
Blythemarsh	—	—	—	—	—	—	—	—	—	19
Bockleton	—	—	—	—	—	—	—	16	8	—
Bodmin	—	—	—	—	—	—	10	5	—	—
Bodorgan	—	—	11	—	—	—	—	—	—	—
Bollington	26	35	36	33	30	30	20	43	35	15
Bolton	141	295	256	293	199	236	270	444	598	733
Bootle	—	—	39	41	47	63	108	97	56	34
Box	36	56	31	11	17	12	19	14	35	21
Bradford (Wilts)	45	29	21	27	27	16	12	10	9	11
Bradford (York.)	75	230	252	360	661	901	873	871	684	816
Brecon	—	—	—	—	—	13	—	—	—	—
Bridgend	—	—	—	9	—	—	—	—	—	—
Bridport	25	25	13	6	6	5	5	4	4	4
Brighouse	33	12	7	—	—	—	—	—	—	—
Brighton	14	19	24	28	37	23	45	47	34	48
Brinscall	—	—	—	—	—	—	—	—	—	16
Bristol	336	316	290	325	318	385	545	628	567	626
Brodsworth	—	—	92	—	—	—	—	—	—	—
Brockenhurst	—	—	—	—	—	—	—	—	—	15
Bruton	—	19	—	—	—	—	—	—	—	—
Brynmawr	—	—	31	—	—	—	—	—	—	—
Burnley	180	212	219	129	85	78	28	49	54	67
Burton-on-Trent	19	4	—	—	15	19	45	48	44	25
Burton-in-Lonsdale	16	—	—	—	—	—	—	—	—	66
Bury	39	67	91	96	91	62	109	101	146	114
Buxton	16	28	30	16	7	49	52	48	65	64
Caerphilly	3	—	—	—	—	—	7	10	19	8
Caldy	—	—	—	—	—	17	—	—	—	—
Calne	5	—	—	—	—	—	—	—	—	—
Cambourne	3	2	2	3	3	3	2	—	—	—
Cambridge	10	—	—	—	23	49	56	49	39	95
Canterbury	5	2	8	14	24	44	31	15	20	6
Cardiff	210	88	72	98	186	243	303	239	283	293
Carlisle	2	19	16	17	15	89	170	93	37	39
Carnforth	—	—	—	—	—	—	23	19	—	—
Cartmel	—	—	—	—	—	—	—	16	—	—
Chatham	15	22	17	9	18	41	30	24	46	92
Cheadle	—	—	33	—	—	—	—	—	—	—
Cheesewring	29	21	21	32	42	60	51	54	54	79
Cheltenham	22	18	27	28	24	33	33	41	33	34
Chepstow	—	—	—	—	—	7	—	—	—	—
Chester	29	51	47	63	76	50	119	147	106	77
Chesterfield	10	6	4	5	7	2	2	7	29	25
Chester-le-Street	23	18	12	19	10	15	22	22	23	10
Chew Magna	—	—	—	6	—	—	—	—	—	—
Chichester	—	3	4	24	16	18	17	11	8	8
Chorley	—	20	22	28	21	40	24	66	128	74
Cirencester	—	—	—	—	—	—	59	106	51	21
Clent	—	—	—	—	—	10	—	—	—	—
Clevedon	38	29	64	61	64	73	75	57	61	61
Clifford Priory	—	—	—	20	—	—	—	—	—	—
Clitheroe	—	30	6	—	—	—	—	—	—	—

J. Statistics of Trade Societies.

X. Friendly Society of Operative Stonemasons.

Number of Members and Branches, 1859-1868.

—	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*										
Cloverley Hall	—	—	—	—	—	—	15	16	—	—
Clumber	—	—	—	—	—	—	—	—	18	—
Cockermouth	5	—	—	—	—	—	—	—	—	—
Cockfield	—	12	—	—	—	—	—	—	—	—
Coleshill	19	—	—	—	—	—	—	—	—	—
Colne	—	33	27	33	34	11	8	9	10	9
Colston Bassett	—	—	—	—	—	—	—	24	—	—
Congleton	13	3	3	3	5	13	14	15	16	13
Constantine	27	26	26	23	22	21	22	44	44	44
Coombe	—	—	—	—	—	38	30	14	3	—
Coventry	42	32	25	18	18	18	—	—	—	18
Cranleigh	—	—	—	—	—	—	—	—	—	14
Crewe	—	—	—	—	—	—	19	47	20	38
Croydon	—	—	—	—	13	21	50	27	56	67
Cuckney	—	—	—	—	—	—	—	—	—	31
Dalton-in-Furness	—	—	—	—	—	—	—	13	25	1
Darlington	—	—	—	24	61	69	112	105	88	58
Dartford	—	—	—	18	—	19	—	—	—	—
Delank	—	—	—	20	35	59	38	50	73	137
Denbigh	10	6	12	3	—	19	—	—	—	—
Derby	16	—	23	26	40	86	94	109	106	103
Dewsbury	—	38	24	78	79	60	79	140	152	128
Didsbury	8	12	15	9	13	12	28	14	55	29
Disley	—	—	—	—	21	18	—	12	3	4
Doncaster	9	7	7	10	27	23	29	42	34	51
Dorchester	—	—	4	—	—	—	—	—	—	—
Dorking	27	5	3	8	4	5	6	16	—	—
Doultry	—	—	—	—	—	—	—	—	—	21
Dover	17	81	48	51	25	27	13	19	26	30
Downton	12	11	12	—	—	—	—	—	—	—
Driffield	—	—	—	—	—	13	—	—	—	—
Droylesden	—	14	20	20	15	10	13	20	17	21
Durham	41	27	21	18	9	—	—	53	44	36
Dursley	—	—	—	—	—	—	—	9	9	—
Ealing	—	—	—	—	—	—	—	—	—	14
Eardisley	—	—	—	—	—	—	—	8	—	—
Eastbourne	—	—	—	10	3	2	8	15	30	12
Eccles	—	—	—	—	—	—	41	32	35	65
Eccleshall	—	—	—	—	—	—	—	16	21	—
Elland	—	7	—	—	—	—	—	—	—	—
Ellesmere Port	—	—	—	21	—	—	—	—	—	—
Egham	—	—	—	—	—	—	—	18	—	—
Egton Bridge	—	—	—	—	7	—	—	8	—	—
Epsom	—	—	11	—	—	—	—	—	—	—
Exeter	45	27	11	17	7	10	11	50	83	57
Falmouth	—	—	—	—	—	—	29	34	34	—
Farnborough	—	27	—	—	—	—	—	—	—	—
Feversham	10	—	—	—	—	—	—	—	—	—
Fishponds	79	86	88	60	64	68	76	100	91	99
Fleetwood	—	—	—	20	—	—	—	25	5	2
Froggart Edge	—	—	—	—	—	—	—	—	19	23
Frome	14	9	9	9	9	9	8	38	38	34
Galgate	—	15	11	—	—	—	—	—	—	—
Gargrave	—	—	19	—	—	—	—	—	—	—
Garston	—	—	—	—	—	—	—	—	23	17
Gateshead	—	—	—	—	—	—	—	—	17	42
Glossop	7	9	15	8	6	6	17	15	55	74
Gloucester	12	7	7	7	7	—	—	44	23	30
Godalming	—	—	—	—	—	35	—	—	—	—
Grantham	21	41	34	33	25	12	13	—	—	—
Grimsby	6	9	12	48	10	8	7	9	9	9
Grinstead	—	—	—	—	14	—	—	—	—	—
Guernsey	14	26	34	22	6	6	7	7	6	5
Guildford	—	—	—	—	15	—	—	—	—	—
Guisborough	—	—	—	—	—	—	—	21	9	—
Grumislake	—	—	—	—	6	21	26	24	30	8
Hadfield	—	—	—	—	—	—	—	—	—	40
Halifax	140	99	45	89	61	36	55	89	118	169
Halshaw Moor	—	—	—	30	—	—	—	—	—	—
Hampton-in-Arden	—	—	12	—	—	—	—	—	—	—
Hanham	8	4	—	—	—	—	—	—	—	—
Hanbury	—	16	—	—	—	—	—	—	—	—
Hanley	—	—	—	—	—	—	—	26	34	21

——	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*										
Harrogate	10	18	41	17	26	30	23	17	18	12
Hartlepool	6	2	20	9	5	—	17	27	20	17
Hastings	23	23	24	21	17	17	16	15	43	16
Haslingden	—	—	—	—	—	—	—	—	—	41
Hatfield Broad Oak	—	—	—	—	10	—	—	—	—	—
Hawkhurst	—	12	—	—	—	—	—	—	—	—
Hay	—	—	—	—	12	6	—	—	15	—
Hebden Bridge	29	29	36	41	28	21	20	18	22	25
Heckmondwike	—	—	—	—	—	—	26	15	27	19
Helmsley	—	—	9	—	—	—	—	—	23	—
Hereford	27	23	18	30	26	27	22	42	39	58
Hexham	15	—	—	—	—	—	—	—	—	—
Heywood	—	69	31	—	25	25	9	23	13	28
Hilston	—	—	12	—	—	—	—	—	—	—
Hodnet	—	—	—	—	—	—	—	—	6	6
Holbeck Woodhouse	—	—	—	—	—	—	—	—	23	—
Holmfirth	—	—	—	—	—	—	—	57	—	—
Horsham	—	—	—	—	—	13	19	15	—	—
Holyhead	18	20	17	—	—	—	—	—	—	—
Hormanden	—	7	—	—	—	—	—	—	—	—
Horncastle	—	9	—	—	—	—	—	—	—	—
Huckworthy Bridge	8	—	—	—	6	8	—	—	—	—
Huddersfield	68	67	122	85	103	105	115	142	163	117
Hull	21	38	70	105	103	78	127	121	145	329
Hulme	82	—	—	—	41	51	83	101	139	162
Huntingdon	—	—	—	—	—	—	—	—	7	—
Hyde	12	32	43	15	13	16	37	30	37	38
Idle	—	—	—	—	11	16	27	19	26	45
Ilfracombe	—	—	—	—	—	—	—	—	12	—
Ilkley	—	—	—	—	—	—	—	—	—	33
Ireleth	—	—	—	—	—	—	—	13	5	—
Isleworth	11	—	—	—	—	—	—	—	—	—
Jersey	—	—	9	12	13	11	19	16	12	11
Keighley	80	59	72	81	103	133	133	139	162	175
Keinton	55	56	47	48	23	13	9	11	9	8
Kendal	—	62	52	59	43	49	41	54	62	64
Kenilworth	—	—	11	—	—	11	—	—	—	—
Keswick	—	—	—	—	—	26	12	15	13	9
Kidderminster	5	3	3	1	10	10	10	7	—	—
Kilhow	—	—	—	—	—	—	6	7	—	—
Kilkhampton	6	—	—	—	—	—	—	—	—	—
Kingswood	—	—	5	11	7	15	24	26	25	29
Kington	—	—	—	—	—	—	—	—	—	6
Kintbury	—	—	—	—	10	—	—	—	—	—
Kirkby Stephen	62	66	18	4	—	—	—	—	—	—
Knutsford	7	4	—	—	—	—	—	—	12	—
Lamona	—	—	—	—	—	—	—	15	18	22
Lancaster	74	44	103	150	112	183	102	92	171	158
Laxton	7	—	—	—	—	—	—	—	—	—
Leamington	—	—	—	27	21	12	8	8	29	31
Ledbury	—	—	2	3	—	—	—	—	—	—
Leeds	81	78	77	116	118	229	257	249	380	296
Leek	—	—	—	—	—	—	—	5	9	4
Leicester	36	42	46	36	48	61	149	112	111	98
Lewes	—	—	13	—	—	—	—	—	—	—
Lichfield	4	7	9	7	7	6	5	—	4	10
Lincoln	37	17	53	20	31	50	27	26	22	24
Lindley	—	—	—	—	—	—	—	—	47	53
Limpsfield	—	8	—	—	—	—	—	—	—	—
Liscard	—	—	—	—	—	16	14	14	8	14
Liskeard	8	10	12	17	15	17	21	41	31	37
Little Hampton	—	—	—	—	—	10	—	19	—	—
Liverpool (North)	53	67	104	85	158	191	256	189	162	163
„ (South)	—	—	—	—	138	144	130	111	102	105
„ (Pontack Inn)	—	247	260	340	319	534	443	399	—	—
„ (Market Inn)	285	—	—	—	—	—	—	—	—	—
„ (Cumberland Lodge)	—	—	—	—	—	—	—	—	438	355
Llandover	—	—	—	—	—	—	—	—	76	—
Llanelly	—	6	—	—	—	—	—	—	—	25
Llangernew	—	—	—	23	7	2	—	—	—	—
Llantrissant	—	—	—	—	—	—	—	—	14	—
Llantwit Major	—	—	30	—	—	—	—	—	—	—
Llantwrst	—	—	—	—	2	—	—	—	—	—

	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*										
Lockwood	10	—	—	—	—	—	—	—	—	—
Longridge	—	—	—	23	16	9	10	13	25	26
Loughboro'	—	26	29	13	—	—	—	—	—	—
Lundy Island	—	—	—	—	—	—	—	—	—	1
Luton	—	—	—	—	—	—	—	9	19	11
Lutterworth	—	—	—	—	—	—	—	—	15	9
Luxillion	15	14	11	8	7	10	33	36	53	49
Lydney	—	—	—	—	—	—	27	4	3	3
Lymm	4	4	—	—	—	—	—	6	15	12
Lynford	10	5	—	—	—	—	—	—	—	—
Lytham	—	—	—	—	—	—	10	—	—	—
Macclesfield	9	10	13	15	12	28	28	20	15	41
Machen	—	—	—	17	16	12	—	—	—	—
Maesteg	31	—	—	—	—	—	—	—	—	—
Maidstone	28	45	22	24	26	25	26	21	13	22
Malton	36	14	15	14	18	9	14	13	17	25
Malvern	25	23	19	8	67	57	28	58	30	14
Manchester	359	471	733	528	—	—	625	601	594	659
„ (White Lion)	—	—	—	—	31	—	—	—	—	—
„ (Hop Pole)	—	—	—	—	442	607	—	—	—	—
Mansfield	12	17	16	22	17	18	14	22	27	28
Manewden	—	—	—	—	—	—	—	—	46	—
Markcross	—	—	—	—	—	—	—	7	—	—
Market Harborough	—	—	—	—	—	25	19	12	6	10
Matlock	—	—	—	—	—	—	9	10	9	13
Mayfield	—	—	—	—	—	3	—	—	5	—
Melskrett Park	—	—	—	—	30	9	—	—	—	—
Menstone	—	—	—	—	8	9	—	—	—	—
Merthyr Tydfil	10	8	8	16	7	33	125	221	221	29
Middlesbro'	8	19	12	13	20	38	64	70	44	11
Middleton	—	—	25	14	14	—	—	—	—	—
Milford Haven	15	28	20	60	40	21	13	12	9	9
Milnrow	—	—	—	—	—	—	—	—	—	52
Mitchel-dean	—	—	—	—	—	—	—	—	—	4
Monmouth	—	—	—	8	—	—	—	—	—	—
Montacute	24	15	7	2	—	—	—	—	—	—
Moricetown	58	50	84	147	132	144	161	158	161	122
Morpeth	21	8	—	—	—	—	—	—	—	—
Mortimer	—	—	—	—	—	—	—	—	19	13
Morton Hampstead	—	—	—	—	—	—	7	7	6	4
Mossley	—	—	29	32	18	4	13	30	52	65
Moulton	—	—	38	24	17	—	—	—	—	—
Mountain Ash	8	—	—	—	—	14	16	42	20	18
Mount Sorrel	—	—	—	—	—	—	—	9	4	8
Mumbles	21	28	—	—	—	—	—	23	23	16
Nafferton	—	—	—	—	—	—	—	25	—	—
Navenby	—	—	—	—	—	—	—	—	16	—
Neath	—	—	—	17	14	—	—	27	16	58
Nelson	—	—	15	15	19	7	—	—	—	—
Netley Abbey	182	113	29	—	—	—	—	—	—	—
Newark	64	52	17	2	8	8	7	10	9	10
Newbury	6	—	—	—	—	—	—	—	—	—
Newcastle-on-Tyne	278	152	130	149	148	92	166	175	233	222
Newcastle-under-Lyne	40	20	27	20	22	22	60	55	48	69
New England	—	—	—	—	—	—	—	—	—	7
Newport (Salop)	10	4	—	—	—	—	—	11	—	—
Newport (Mon.)	20	23	3	9	15	18	19	99	154	117
Newton Abbott	—	—	—	—	—	—	14	23	28	—
Newton Heath	9	15	19	22	21	20	36	38	40	39
Newstead Abbey	—	—	—	19	—	—	—	—	—	—
Nocton	—	—	7	—	—	—	—	—	—	—
Normanhurst	—	—	—	—	—	—	21	39	17	7
Normanton	—	—	—	—	—	14	6	14	6	—
Northampton	—	—	9	42	—	—	7	29	18	27
North Shields	—	—	—	—	—	—	34	14	28	28
Northwich	11	5	6	10	4	8	15	11	8	9
Norwich	36	—	—	—	—	—	—	—	—	—
Nottingham	78	74	63	49	98	94	96	75	127	76
Oldham	7	38	49	71	55	39	89	126	115	72
Old Swan	14	10	21	37	29	31	51	35	52	51
Ollerton	—	—	—	—	—	—	17	44	68	44
Oswestry	—	—	—	—	39	—	21	—	7	6

—	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*										
Over Darwen	87	177	152	152	103	96	78	109	74	77
Oxford	8	10	8	30	55	47	27	16	40	41
Padiham	—	—	—	—	—	—	—	—	—	26
Paignton	—	—	—	—	—	—	—	20	—	—
Paxhill	—	—	—	—	—	—	16	—	—	—
Pembroke	17	—	—	—	3	—	—	—	—	—
Pembroke Dock	45	47	36	13	8	6	15	—	—	—
Penarth	—	—	46	76	142	113	91	27	59	22
Penrith	—	—	23	4	51	38	29	14	27	15
Penryn (Long Down)	65	62	54	58	62	57	105	103	102	104
„ (Britannia)	—	—	—	27	42	37	48	81	137	132
„ (Saracen's Head)	27	23	22	—	—	—	—	—	—	—
„ (Halfway House)	51	50	46	43	49	55	72	59	72	74
Penzance	28	31	38	41	41	60	91	58	51	58
Perrystone	—	—	—	—	—	4	—	—	—	—
Peterboro'	—	—	—	—	—	9	—	—	—	—
Pickwick	—	14	14	—	—	—	—	—	—	—
Plumstead	—	—	—	—	70	31	28	—	—	—
Plymouth	131	122	169	318	303	341	439	409	278	356
Pocklington	—	—	8	—	—	—	—	—	—	—
Pontardawe	28	—	—	—	—	—	—	—	—	—
Pontypool	10	6	14	13	5	2	13	13	6	6
Pontypridd	—	—	—	—	—	32	40	44	58	36
Porthcawl	—	—	—	—	—	—	—	16	9	—
Porthleven	—	—	—	—	—	—	—	—	11	14
Portland	18	26	22	18	13	14	9	7	11	4
Portsmouth	59	50	47	34	47	40	70	73	79	72
Preston	78	158	176	167	142	186	165	168	115	160
Princetown	32	32	31	32	51	66	60	71	51	27
Quakers Yard	—	—	10	—	—	—	—	—	—	—
Ramsbottom	—	—	56	31	—	—	—	—	—	61
Ramsgate	—	—	—	—	36	8	38	13	9	14
Rawtenstall	19	82	136	130	86	83	22	56	101	152
Ravenstonedale	17	—	136	—	—	—	—	—	—	—
Reading	42	14	40	14	18	31	31	36	30	25
Red Hill	—	—	—	—	—	29	—	—	—	—
Reigate	19	—	—	—	—	—	—	—	—	—
Retford	7	7	9	5	19	10	10	12	14	12
Rhyl	—	—	—	—	—	—	—	11	—	—
Richmond	4	—	—	—	—	—	—	—	—	—
Ripley	—	17	—	—	—	—	—	—	—	—
Ripon	—	—	—	—	10	4	10	27	—	22
Ripponden	2	2	2	2	5	3	2	6	7	3
Rocester	—	—	7	6	3	5	5	2	3	—
Rochdale	38	37	31	29	42	141	142	206	266	266
Rotherham	20	11	12	13	8	11	10	32	27	25
Rugby	—	15	13	15	—	—	8	17	15	24
Rugeley	4	—	—	—	—	—	—	—	—	4
Runcorn	21	17	21	32	36	53	74	58	53	51
Runcorn Gap	—	—	—	—	—	22	20	19	24	17
Saddleworth	—	—	—	—	—	—	—	20	18	16
St. Asaph	30	—	—	—	—	—	—	—	—	—
St. Austell	—	—	—	—	—	—	—	20	19	14
St. David's	—	—	—	—	—	—	—	10	10	24
St. George's	—	—	11	—	—	—	—	—	—	—
St. Helen's	5	36	—	—	14	30	39	28	46	44
Salford	72	118	160	158	172	200	123	153	177	169
Salisbury	—	—	—	—	—	—	—	4	—	—
Saltburn-by-the-Sea	—	—	—	13	—	24	16	22	16	24
Sandbach	8	—	—	—	—	—	—	—	—	—
Sandon Hall	—	—	—	—	—	28	—	—	—	—
Sandy	15	—	—	—	—	—	—	—	—	—
Scarborough	38	51	56	47	49	132	107	141	111	71
Scarisbrick	—	—	57	12	—	—	—	16	9	—
Seaforth	31	15	22	34	42	48	31	56	43	39
Selby	—	—	—	—	—	—	—	35	16	5
Sevenoaks	—	—	—	—	—	20	16	—	—	—
Sheerness	7	3	—	—	24	—	—	—	—	—
Sheffield	172	173	129	121	212	264	389	397	432	378
Shepton Mallet	4	—	—	—	—	—	—	—	—	—
Shipley	—	—	—	87	83	120	146	212	276	182
Shrewsbury	42	18	43	21	22	27	21	28	41	31
Skipton	—	—	—	—	—	—	—	—	—	10

J. Statistics of Trade Societies.

X. Friendly Society of Operative Stonemasons.

Number of Members and Branches, 1859–1868.

——	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*										
Solva	24	10	—	—	—	—	—	—	—	—
Southampton	—	—	—	6	7	15	31	20	37	9
South Dalton	49	37	—	—	—	—	—	—	—	—
Southport	—	40	91	82	121	116	91	66	48	68
South Shields	—	—	—	—	22	33	58	29	29	16
Stafford	—	—	34	—	—	—	—	—	—	—
Staleybridge	—	31	47	50	54	36	54	36	43	31
Stanstead Abbotts	—	12	—	—	—	—	—	—	—	—
Staunton-on-Wye	7	—	—	—	—	—	—	—	—	—
Stockport	23	55	51	32	44	71	83	100	93	96
Stockton-on-Tees	—	—	—	—	—	—	23	41	23	15
Stone	—	—	—	—	—	—	—	—	—	24
Stourbridge	—	—	—	18	21	—	—	—	—	—
Stratford-on-Avon	—	—	—	—	—	—	—	—	26	34
Stroud	—	—	—	—	—	—	14	44	40	15
Sunderland	28	19	—	—	—	42	34	92	128	82
Sutton	—	—	—	—	14	13	10	3	—	—
Swansea	83	51	41	31	30	28	180	204	196	154
Swanwick	9	—	—	—	—	—	—	—	—	6
Swindon	3	10	5	9	9	9	6	5	3	9
Tamworth	—	—	—	—	7	13	—	7	11	18
Tarporley	—	—	—	—	—	—	—	22	15	15
Taunton	18	17	12	4	2	10	45	37	38	36
Tavistock	14	10	10	6	9	8	62	38	22	21
Thornton	20	9	—	—	—	—	—	—	—	—
Todmorden	65	106	92	40	73	41	32	75	107	75
Tonyrefail	6	—	—	—	—	—	—	—	—	—
Topsham	—	11	—	—	—	—	—	—	—	—
Torquay	—	—	8	—	—	52	110	263	162	95
Totnes	—	—	—	—	—	—	—	8	9	—
Tredegar	—	—	—	—	—	—	—	—	7	—
Tregantle	—	32	61	71	79	28	—	—	—	—
Treherbert	—	—	—	—	—	—	—	—	28	—
Trowbridge	—	34	26	—	—	—	—	—	—	—
Tunbridge Wells	17	10	22	11	26	59	46	18	7	4
Turvey	—	3	—	—	—	—	—	—	—	—
Ulverstone	—	—	—	—	—	7	20	12	11	7
Ushaw College	21	—	—	—	—	—	—	—	—	—
Usk	4	—	—	—	—	3	2	—	7	38
Uttoxeter	—	8	—	—	—	—	—	—	—	—
Ventnor	—	2	—	—	—	—	—	—	—	—
Wakefield	66	43	36	36	33	53	74	65	49	42
Walsall	11	7	10	5	10	21	21	22	15	17
Ware	4	—	5	9	10	8	3	10	14	13
Warmingham	—	—	—	—	—	—	—	—	—	14
Warmley Hall	—	—	—	—	—	—	—	—	11	—
Warrington	81	36	22	15	28	26	50	49	47	32
Warwick	16	—	—	—	—	—	—	—	—	—
Waters Upton	8	—	—	—	—	—	—	—	—	—
Watford	—	—	—	—	—	12	16	23	—	—
Welburn	35	—	—	—	—	—	—	—	8	—
Welchpool	—	—	16	5	—	—	—	—	—	—
Wellesbourne	27	42	—	—	—	—	—	—	—	—
Wellington (Salop)	—	—	—	—	—	—	7	—	—	—
Wells	—	—	—	—	—	—	—	36	13	11
West Ham	—	9	—	—	—	—	—	—	—	—
Weston Birt	—	—	—	—	—	—	—	32	25	19
Weston Hall	—	—	—	7	—	—	—	—	31	17
Weston Point	—	—	—	—	—	—	14	15	20	31
Weston-super-Mare	81	71	73	62	37	28	76	94	146	114
Weymouth	—	—	6	—	—	—	—	—	—	—
Whaleybridge	—	—	—	—	—	—	57	36	21	9
Wheathampstead	—	—	—	—	—	—	16	—	—	—
Whitbourne	—	—	8	—	—	—	—	—	—	—
Whitby	24	9	11	20	19	13	30	26	43	42
Whitehaven	—	—	—	—	—	—	—	79	98	45
Whitwell	44	20	—	—	6	12	7	7	—	87
Wigan	—	—	—	57	33	74	76	99	114	63
Wincanton	—	—	43	—	—	—	—	—	—	—
Winchester	—	—	10	—	—	—	—	—	—	—
Windermere	—	—	3	—	—	—	—	10	20	11
Windsor	—	21	—	27	19	38	33	46	42	40
Winkfield	—	—	6	—	—	—	—	—	—	—

—	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.
(3.) Number of Members in each Branch—*cont.*										
Withicombe	—	—	—	—	—	—	—	—	11	11
Woburn	—	—	—	—	—	—	13	14	14	—
Woking	—	12	—	—	—	—	—	—	—	—
Wokingham	44	18	4	25	10	—	—	—	—	—
Wolverhampton	38	35	31	51	80	108	72	60	49	46
Woodchurch	—	—	8	—	—	—	—	—	—	—
Wood Green	—	—	—	—	—	14	—	—	—	—
Woolhampton	—	—	—	—	—	—	—	—	—	8
Woolton	5	28	20	18	43	70	55	67	85	54
Woolwich	25	17	23	—	—	—	—	—	—	—
Worcester	23	43	52	52	44	34	107	102	63	72
Workington	—	—	—	—	—	—	13	38	—	—
Worksop	—	—	—	23	—	—	—	—	—	21
Worthing	—	—	—	—	—	—	—	—	9	—
Wortley	—	—	—	—	—	—	—	—	14	—
Wrexham	7	—	—	—	—	18	14	—	—	—
Wroxall	—	—	—	—	7	42	7	—	—	2
Wroxhall Abbey	—	—	—	—	—	—	39	21	7	—
Yarmouth	8	13	7	—	—	—	—	—	—	—
Yately	5	—	—	—	—	—	—	—	—	—
Yeovil	19	—	—	—	—	—	—	—	—	—
York	43	43	61	74	71	56	65	69	60	53
York Town	—	—	7	—	—	—	—	—	—	—
Yoxall	—	—	—	—	—	—	17	—	—	—

K.

STATISTICAL RETURNS FROM TRADE SOCIETIES.

In the course of the year 1868 application was made by the Commissioners to the secretaries of all trade societies which came within their knowledge, with the exception of those whose officers had been examined as witnesses, asking for information which would enable them to publish tables of statistics showing the number, character, and position of the various trade societies in the United Kingdom. Although response was in many cases freely made to this application, the answers received were not sufficient in number nor explicit enough in detail to render the proposed tables as full and comprehensive as was originally intended. It is thought, however, that the information given in the following table will be of service. Replies were received from several societies which do not appear in the table: they are not included either because the information returned was too meagre in itself, or because it showed the society to be strictly and solely a friendly society, or related only to the friendly or benevolent branch of its operations. The term "cash in hand" includes money in bank or invested as well as the floating balance in the treasurer's hands, and in some cases includes furniture or other property valued and taken as cash in "the worth of the society."

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(1.) *Bakers* (Operative) — Amalgamated Union of (Manchester: 27 branches).	—	10*s.*, and 1*s.* 4*d.* for rules and contribution cards.	2*d.* per week. A levy of 5 per cent. upon wages of last three months in case of dispute with masters.	Cash in hand, September 1867, 178*l.* 18*s.* Income for three quarters of year ending 29th June 1868, 217*l.* 8*s.* 5*d.*	For trade and provident purposes during same period: 107*l.* 5*s.* 6*d.*
(2.) *Ditto* (Preston branch).	23	5*s.*	6*d.* provident; 2*d.* trade	Cash in hand, January 1868, 10*s.* 6*d.* Income for the half of the year 1868, 10*l.* 15*s.* 8*d.*	Half year's expenditure for trade purposes: 6*l.* 9*s.* 2*d.*
(3.) *Basket-makers'* New Society (London).	140	1*s.* 6*d.*	2*s.* per month. If funds fall to 50*l.*, meeting to be called to raise contributions.	Cash in hand, October 1867, 90*l.* 4*s.* 8*d.* Income for year ending October 1868, 169*l.* 19*s.*	For trade and provident purposes: 160*l.* 6*s.* 4*d.*
(4.) *Beamers, Twisters, and Drawers*—Amalgamated Association of (Manchester: 14 branches in the North of England).	1,019	10*s.*	1½*d.* per week, with power to districts to raise their contributions to any amount they choose.	Receipts for year ending July 1868, 1,087*l.* 4*s.* 7*d.*	626*l.* 18*s.* 5*d.*
(5.) *Biscuit* (Journeymen), *Pastry, and Gingerbread Makers*—Union Society of.	6	5*s.*	10*d.* per calendar month for general purposes; 6*d.* towards the sick fund. Should that fund be below 10*l.*, 1*d.* per member per week extra.	Cash in hand January 4th, 1868, 24*l.* 10*s.* 9*d.* Receipts from 4th January 1868 to 2d January 1869, 7*l.* 8*s.* 3*d.*	Expenditure from 4th January 1868 to 2d January 1869, 18*l.* 3*s.* 1*d.*
(6.) *Blacksmiths'* (Scottish United Operative) Protective and Friendly Society (Glasgow).	1,532	From 6*s.* to 16*s.*, according to age.	7*d.* per week, 1*d.* of which is for protection of trade.	Cash in hand August 1867, 1,698*l.* 8*s.* 11*d.* Income for year ending August 1868, 2,262*l.* 13*s.* 9½*d.*	For trade and provident purposes: 2,560*l.* 18*s.* 1½*d.*
(7.) *Bookbinders'* Consolidated Union (Manchester: 44 branches).	830	10*s.* 6*d.*	5*s.* per quarter; 1½*d.* per week when out of work.	Income for the year ending 24th June 1868, 764*l.* 7*s.* 3*d.*	For trade and provident purposes, 583*l.* 13*s.* Balance in hand and cash in bank, 24 June 1868, 1,484*l.* 13*s.* 4½*d.*
(8.) *Bookbinders'* (Day-working) Society (London and Westminster).	419	10*s.* 6*d.*, and 1*l.* if not within a certain time after arrival in London.	2*s.* 6*d.* per month, society having power to make a levy in certain cases.	Cash in hand, May 1867, 1,283*l.* 2*s.* 9*d.* Income for the year ending May 1868. 675*l.* 6*s.*	For trade and provident purposes: 955*l.* 1*s.* 8½*d.*
(9.) *Brass-founders'* Society (Bury, Lancashire, branch).	30	From 11*s.* 6*d.* to 2*l.* 12*s.*	2*s.* 4*d.*, of which 4*d.* goes to Amalgamated Society.	Cash in hand, June 1868, 96*l.* 3*s.* 8*d.* Income for half year ending 28th December 1868, 32*l.* 3*s.* 1*d.*	For trade and provident purposes: 28*l.* 18*s.* 5½*d.*

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(10.) *Brass-founders' and -finishers'* (United) Society (Newcastle and Gateshead).	57	An apprentice, 5*s.* or 7*s.* 6*d.* Others, from 10*s.* to 2*l.*, according to age. None admitted after 40.	1*s.* per fortnight; apprentices 6*d.*	Cash in hand 1st December 1867, 65*l.* 10*s.* 4½*d.* Income from 1st December 1867 to 29th December 1868, 84*l.* 2*s.* 9*d.*	For trade and provident purposes: 62*l.* 3*s.* 9*d.*
(11.) *Brass-founders'* Trade and Benefit Society (Oldham).	43	From 15*s.* to 2*l.* 2*s.* according to age.	2*s.* per month; a levy if funds should fall below 30*l.* to raise it to that.	Cash in hand, September 1866, 36*l.* 18*s.* 2*d.* Income from Sept. 1860 to Sept. 1867, 96*l.* 4*s.* 8½*d.*	For trade and provident purposes: 73*l.* 3*s.*
(12.) *Braziers*—Hand-in-hand Society of (London).	53	2*s.* 6*d.*	1*s.* per month; levy for funerals, varying according to the state of the funds.	Cash in hand July 1867, 456*l.* 3*s.* 1*d.* Income for year ending July 1868, 42*l.* 9*s.* 4*d.*	61*l.* 15*s.* 7*d.*
(13.) *Brickmakers'* Friendly Association (Oldham).	—	From 1*l.* to 1*l.* 5*s.*, according to age.	Such weekly sums as may be necessary to defray expenses.	Income for year ending September 1868, 316*l.* 14*s.* 4*d.*	For trade and provident purposes: 162*l.* 14*s.* 5*d.*
(14.) *Brush-makers'* (Journeymen)—United Society of (London: 32 branches).	—	20*s.*	From 1*s.* 6*d.* to 1*s.* per week, according to state of funds. A voluntary loan in case of trade depression, to bear interest.	Cash in hand, Sept. 1867, 468*l.* 6*s.* 6*d.* Income for six months ending March 1868, 2,750*l.* 10*s.*	Expenditure during six months ending March 1868
(15.) *Cabinet-makers'* (London East) Trade Society.	80	4*s.*	4*d.* per week, 2*d.* per week extra if under 45, for sick and funeral fund. Levy 3*d.* to 1*s.* per quarter, contribution to gift fund in case of loss of tools by fire, supplemented, when necessary, by a levy. Levy for funeral gift.	Income from Dec. 31, 1867 to Dec. 13, 1867, 93*l.* 16*s.* 5*d.*	For trade and provident purposes: 66*l.* 1*s.* 3½*d.*
(16.) *Cabinet-makers* (Journeymen), *Carvers and Wood-turners'* Friendly Society (Manchester: 40 branches).	1,170	—	—	Cash in hand of "Union" (independently of branches), January 1867, 498*l.* 7*s.* 7½*d.* Income of "Union" for year ending December 1867, 544*l.* 15*s.* 11*d.*	Expenditure of "Union," 535*l.* 5*s.* 1½*d.*
(17.) *Ditto* (Bradford Branch).	62	5*s.*	4½*d.* per week.	—	For trade purposes: 38*l.* 0*s.* 2*d.*
(18.) *Cclendermen's* Protective and Funeral Association (Glasgow).	200	2*s.* 6*d.*	1½ per week. Half if wages under 10*s.* per week with half benefits.	—	"A little in debt in consequence of the lock-out in 1866, but expects soon to be clear."
(19.) *Carpenters* (Associated) *and Joiners* of Scotland.	3,154	To trade section 5*s.* (new branches for first six months, 2*s.* 6*d.*) To friendly section, 2*s.* to 10*s.* according to age.	—	Cash in hand October 1867, 3,510*l.* 0*s.* 3¾*d.* Income for the year ending 31st October 1868, 3,725*l.* 19*s.* 2½*d.*	For trade and provident purposes: 3,057*l.* 7*s.* 6½*d.*
(20.) *Carpenters* (Operative) *and Joiners'* Society (Northampton).	—	1*s.*	1*s.* per month; not less than 6*d.* per week levy when required.	Cash in hand, October 1867, 139*l.* 11*s.* 3*d.* Income from 21 Oct. 1867 to 19 Oct. 1868, 30*l.* 2*s.* 2*d.*	For trade and provident purposes: 17*l.* 16*s.* 1*d.*
(21.) *Carvers and Gilders* Society of (Manchester).	—	Journeymen 5*s.* Strangers admitted as society may determine.	9*d.* per week when working in Manchester, 6*d.* in country. Levy of 1*s.* per head for funerals.	Income from April 1867 to May 1868, 174*l.* 12*s.* 6*d.*	For trade and provident purposes: 161*l.* 14*s.* 1*d.*

K. STATISTICAL RETURNS FROM TRADE SOCIETIES.

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(22.) *Carvers and Gilders*—Society of (Newcastle and Gateshead).	58	From 5*s.* as an apprentice to 2*l.*, according to age.	1*s.* a fortnight; apprentices 6*d.*; country members to pay quarterly; levy to be made if funds get reduced.	74*l.* 14*s.* 9*d.*	For trade purposes: 51*l.* 9*s.* 3*d.* For provident purposes: 10*l.* 14*s.* 6*d.*
(23.) *Chain-makers'* Union of the Northern Counties.	500	2*s.* 6*d.*; if a man has been more than three months on the non-union list, 20*s.*	1*s.* per month; council have power to increase it.	Income for years 1867 and 1868, 226*l.* 9*s.* 2*d.* Cash in hand, 220*l.* 9*s.* 2*d.*	For trade and provident purposes: 196*l.* 16*s.* 6*d.*
(24.) *Cigar-makers'* Mutual Association (Liverpool).	100	5*s.* If a member of London Society 1*s.*	9*d.* per week. Levy of 1*s.* on every death of a free member.	Cash in hand, Sept. 25, 1867, 353*l.* 3*s.* 11*d.* Income for the year ending Sept. 25, 1868, 239*l.* 15*s.* 9*d.*	For trade and provident purposes: 368*l.* 9*s.* 8½*d.*
(25.) *Cigar-makers'* Mutual Association (London).	759	—	—	Cash in hand November 1867, 1,972*l.* 14*s.* 8*d.* Income from 30th Nov. 1867 to 28th Nov. 1868, 1,444*l.* 1*s.* 4*d.*	1,912*l.* 17*s.* 7*d.*
(26.) *Cloth-dressers'* (United) Association (Huddersfield).	No return.	2*s.* 6*d.*; half that sum if they enter between 18 and 21.	3*d.* yer week, 1½*d.* per week those below ages of 18 and 21.	Cash in hand September 1867 632*l.* 7*s.* 2*d.* Income for half year ending 29th March 1868, 107*l.* 2*s.* 7*d.*	151*l.* 5*s.* 11*d.*
(27.) *Cloth-pressers'* Benevolent and Friendly Society (Leeds).	165	2*s.* 6*d.* on proposal, 1*s.* 2*d.* on election.	1*s.* per fortnight.	Cash in hand, Nov. 1867, 225*l.* 8*s.* 2½*d.* Income for year ending Oct. 31, 1868, 221*l.* 18*s.* 7*d.*	For trade and provident purposes: 120*l.* 11*s.* 8*d.*
(28.) *Coach-lace-weavers'* Sick, Out-of-work, Burial, and Benefit Society (London).	23	10*s.*	Females 1½*d.* per week, 2½*d.* per week for the first 12 months; males 4*d.* per week; 1*s.* for each male, 6*d.* female levy on man's death; male 6*d.*, female 4*d.* on woman's death.	Income for the year 1868, 19*l.* 14*s.* 1*d.*	For trade and provident purposes: 20*l.* 4*s.* 2*d.*
(29.) *Coachmakers*—United Kingdom Society of (Liverpool: 126 branches).	5,430	Apprentices from 3*d.* to 5*s.* 6*d.*, others 10*s.* 3*d.* or 10*s.* 6*d.*, 3*d.* entrance fee for first wife, 10*s.* for every other.	9*d.* per week employed, 3*d.* unemployed. If funds below 3,000*l.*, E. C. has power to make up deficiency by extra contributions.	Cash in hand Sept. 1867, 7,444*l.* 4*s.* 8*d.*; income from Sept. 1867 to Aug. 1868, 9,836*l.* 6*s.* 11*d.*	For trade and provident purposes: 11,656*l.* 19*s.* 7*d.*
(30.) *Coach-trimmers'* Friendly Society (London).	93	20*s.*	4*s.* per month; equally divided between trade and benefit funds; a levy of 1*s.* per head on death of free member.	Cash in hand in Jan. 1868, 98*l.* 7*s.* 4*d.*; income for year 1868, 263*l.* 6*s.* 8*d.*	For trade purposes: 220*l.* 4*s.* 5½*d.* For provident purposes: 77*l.* 1*s* 11½*d.*
(31.) *Coach-trimmers*, &c.—United Trade Society of (London).	47	2*s.* 6*d.* on proposal, 10*s.* 6*d.* more on election.	6*d.* per week for both purposes, more if required; 2*d.* per month for secretary's salary.	Cash in hand 25th Feb. 1867, 97*l.* 0*s.* 11*d.* Income from 25th Feb. 1867 to 24th Feb. 1868, 92*l.* 5*s.* 6½*d.*	121*l.* 7*s.* 3½*d.*
(32.) *Coopers'* (Journeymen) Society (Manchester and Salford).	63	10*s.* 15*s.* if over 45 years.	1*s.* per fortnight.	Cash in hand Nov. 1867, 57*l.* 5*s.*; income from Nov. 1867 to June 1868, 36*l.* 11*s.* 8*d.*	For trade and provident purposes: 16*l.* 1*s.* 4*d.*
(33.) *Cord-cutters'* Society (Manchester).	350	10*s.* at least.	6*d.* per week for each working member.	Income for the second quarter of the year 1868, 63*l.* 8*s.* 6*d.*	47*l.* 13*s.* 4*d.*

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(34.) *Core-makers'* (United) Protective Society (Bradford Branch).	13	Whatever society shall determine.	6*d.* per week extra levy when funds are below 40*l.*	Cash in hand September 1867 19*l.* 0*s.* 9*d.* Income for half year ending 21st March 1868. 8*l.* 8*s.* 6½*d.*	13*l.* 14*s.* 7½*d.*
(35.) *Cork-cutters*— United Society of (London).	136 trade members, 10 paying to sick and burial fund only.	3*s.* after seven years' apprenticeship.	1*s.* sick fund; 4*d.* burial fund per lunar month; 2*s.* per lunar month; if earning 12*s.* per week, if under 12, then 1*s.* only.	Income for the year 1868, 230*l.*	For trade and provident purposes: 205*l.* 18*s.*
(36.) *Cotton-spinners* (Operative Fine)— Friendly Society of (Manchester and vicinity).	507	-	Settled by general meeting, but never less than 6*d.* per week; 1*d.* or 2*d.* per week funeral contribution.	Cash in hand March 28, 1868, 570*l.* 11*s.* 9*d.* Income from March 28 to June 28, 311*l.* 15*s.* 1*d.*	For trade and provident purposes: 281*l.* 4*s.* 3*d.*
(37.) *Cotton-spinners* (Operative), *Self-actor-minders, and Twiners'* Provincial Association of Oldham and surrounding Districts (Oldham: 9 branches).	2,226	—	By levies from branches.	Yearly income of central association, 833*l.* 19*s.* 10*d.* (For income of branches, see below.)	808*l.* 15*s.* 11½*d.*
(38.) *Cotton-spinners* (Operative), *Self-actor-minders, and Twiners'* Association of Oldham District. (Branch of No. 37.)	720	—	6*d.* per week; ¼*d.* per week to accident fund.	Yearly income, 970*l.* 11*s.* 4½*d.*	For trade and provident purposes: 1,156*l.* 17*s.* 1*d.*
(39.) *Cotton-spinners* (Operative), *Self-actor-minders, and Twiners'* Association of Oldham No. 2 District. (Branch of No. 37.)	260	—	6*d.* per week.	Yearly income, 228*l.* 7*s.* 3*d.*	For trade and provident purposes: 151*l.* 16*s.* 9½*d.*
(40.) *Self-actor-minders* (Operative) *and Twiners'* Association of Chadderton and District. (Branch of No. 37.)	211	—	6*d.* per week, if working 50 hours; if working less than 50 hours, 1*d.* for every 10 hours.	Yearly income, 224*l.* 4*s.* 1*d.*	For trade and provident purposes: 212*l.* 5*s.* 5½*d.*
(41.) *Cotton-spinners* (Operative), *Self-acting-minders, and Twiners'* Association of Hollinwood District. (Branch of No. 37.)	240	—	4*d.* per week.	Yearly income, 190*l.* 5*s.* 10*d.*	For trade and provident purposes: 131*l.* 16*s.* 9*d.*
(42.) *Cotton-spinners* (Operative), *Self-acting-minders, and Twiners'* Association of Lees and District. (Branch of No. 37.)	233	—	6*d.* per week.	Yearly income, 395*l.* 5*s.* 10½*d.*	For trade and provident purposes: 424*l.* 15*s.* 0*d.*
(43.) *Cotton-spinners* (Operative), *Self-actor-minders, and Twiners'* Provincial Association of Middleton District. (Branch of No. 37.)	126	6*d.*	4*d.* per week.	Yearly income, 86*l.* 11*s.* 4*d.*	For trade and provident purposes: 46*l.* 16*s.* 8*d.*

K. STATISTICAL RETURNS FROM TRADE SOCIETIES.

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Annual Expenditure.
(44.) *Cotton-spinners* (Operative), *Self-actor-minders, and Twiners'* Association of Royton District. (Branch of No. 37.)	130	—	6*d.* per week.	Yearly income, 164*l.* 17*s.* 9*d.*	For trade and provident purposes: 121*l.* 12*s.* 4½*d.*
(45.) *Cotton-spinners* (Operative), *Self-actor-minders, and Twiners'* Association of Shaw District. (Branch of No. 37.)	180	—	6*d.* per week if working five full days; 1*d.* per day if working less than five full days.	Yearly income, 219*l.* 19*s.* 11*d.*	For trade and provident purposes: 229*l.* 18*s.* 6*d.*
(46.) *Cotton-spinners* (Operative), *Self-acting-minders, and Twiners'* Association of Waterhead District. (Branch of No. 37.)	126	—	6*d.* per week.	Yearly income, 121*l.* 9*s.* 10*d.*	For trade and provident purposes: 92*l.* 8*s.* 2*d.*
(47.) *Cotton-spinners* (Operative)—Association of (Preston and vicinity).	800	—	9*d.* per week: 1½*d.* per day for minders working four days per week and under.	Income for year ending 31st Oct. 1868, 1,634*l.* 9*s.* 7*d.*	1,158*l.* 12*s.* 7*d.*
(48.) *Cotton-yarn-dressers'* Benefit Society (Preston).	110	7*s.*	6*d.* per week: committee to have power to make levy if funds fall below 1*l.* per member; levy of 1*s.* per member for a funeral.	Income for the year ending 25th May 1868, 130*l.* 16*s.* 3½*d.*	40*l.* 16*s.* 3½*d.*
(49.) *Crate-makers'* Trade Protection Society (Staffordshire Potteries).	—	—	6*d.* per week.	Cash in hand, Oct. 1867, 456*l.* 16*s.* 3*d.*; income for the year ending Oct. 1868, 428*l.* 0*s.* 10*d.*	807*l.* 10*s.* 8*d.*
(50.) *Curriers* (Journeymen) — United Society of (London, and 7 provinces).	—	Apprentices 1*l.*, others 2*l.*	1*s.* 2*d.* per week for both purposes; aged members 2*d.*	Cash in hand July 1867, 2,067*l.* 16*s.* 3½*d.*; income for year ending 27th June 1868, 1,662*l.* 8*s.* 4½*d.*	For trade and provident purposes: 2,524*l.* 5*s.* 5½*d.*
(51.) *Dressers* (Operative), *Dyers, and Finishers'* Benevolent Society (Manchester).	750	—	2*s.* per week for both purposes.	Cash in hand 12th Sept. 1868, 189*l.* 14*s.* 8*d.*; income for the quarter ending 12th Dec. 1868, 95*l.* 5*s.* 4*d.*	For trade and provident purposes: 67*l.* 10*s.* 11*d.*
(52.) *Dyers'* (Operative *Cotton-skein*) Relief Society (Radcliff and Pilkington).	200	2*s.* 6*d.*, or 1*s.* 3*d.* if his wages are less than 12*s.*	6*d.* per fortnight.	Income for year 1868, 161*l.* 9*s.* 4*d.*	35*l.* 4*s.* 6*d.*
(53.) *Dyers'* (Operative) Trade Protection, Friendly, and Funeral Society (Glasgow).	450	5*s.* to 10*s.*	3*d.* per week, committee having power to raise it to 6*d.*	Income from 28th Sept. 1867 to 28th Sept. 1868, 293*l.* 16*s.* 4*d.*	For trade and provident purposes: 201*l.* 1*s.* 7*d.*
(54.) *Elastic-web-weavers'* (London Amalgamated) Association.	55	Double contributions for one month.	6*d.* per week; learners 4½*d.*	Cash in hand end of 1867, 19*l.* 8*s.* 10½*d.*; income for year 1868, 81*l.* 5*s.* 6½*d.*	80*l.* 7*s.* 11*d.*
(55.) *French-polishers* —Metropolitan Operative Society of (London).	169	First entry from 1*s.* to 4*s.* 6*d.*; second entry from 1*s.* 6*d.* to 6*s.* 6*d.*, third entry from 3*s.* to 12*s.* 6*d.*, according to age.	6*d.* per week to general fund; 1*d.* per week to burial fund. Society has power to make levies if necessary.	Cash in hand, June 1867, 280*l.* 1*s.* 3*d.*; income for year ending June 1868, 368*l.* 16*s.* 2*d.*	For trade and provident purposes: 453*l.* 9*s.* 1½*d.*

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Annual Expenditure.
(56.) *Gas-meter-makers'* (Operative) Association (London).	120	2*s.* 6*d.*	6*d.* per week.	Cash in hand January 1867, 197*l.* 5*s.* 11½*d.* Income from 5th January 1867 to 7th January 1868, 183*l.* 15*s.* 8*d.*	For trade and provident purposes: 219*l.* 16*s.* 3*d.*
(57.) *Gilders'* Society (Berwick Street, Soho, London).	51	10*s.*	1*s.* 6*d.* per week to the general fund; additional 1*s.* per quarter to the funeral and tramp fund.	Receipts from Dec. 1867 to Dec. 1868, 206*l.* 8*s.*	For trade and provident purposes: 308*l.* 13*s.*
(58.) *Glass-bottle-makers'* United Trade Protection Society of Yorkshire (Castleford: 11 branches).	735	1*l.* Apprentices pay 5*l.* if not entered before 21.	1*s.* per week; additional levy of 2*d.* per week has been on for nine months.	Cash in hand, June 1868, 4,887*l.* 5*s.* 2*d.* Income for quarter ending 31 Aug. 1868, 975*l.* 2*s.* 10*d.*	For trade and provident purposes: 204*l.* 10*s.* 1*d.*
(59.) *Glass-cutters'* (United Flint) Mutual Assistance and Protective Society.	886	From 15*s.* to 60*s.* Apprentices free.	Varies in the several branches, but never less than 2*s.* per fortnight when the funds are below 5,000*l.*	Cash in hand June 1867, 106*l.* 14*s.* 3*d.* Income for year ending 13th June 1868, 3,628*l.* 4*s.* 2½*d.*	3,618*l.* 16*s.* 9½*d.*
(60.) *Hammermen*—Amalgamated Society of (Leeds Unity: 5 branches).	—	From 4*s.* to 12*s.* 6*d.*, according to age.	Varies in the different lodges. Levies throughout the society for funerals.	Cash in hand December 1866, 267*l.* 19*s.* 3½*d.* Income for year ending 28th December 1867 285*l.* 14*s.* 9½*d.*	309*l.* 10*s.* 5*d.*
(61.) *Hatters* (Journeymen)—Society of.	1,621	None - -	6*d.* a week. In cases of emergency a levy to be made.	Cash in hand 1st November 1867, 1,980*l.* 4*s.* 2½*d.* Receipts from 1st November 1867 to 31st October 1868, 3,968*l.* 2*s.* 1*d.*	Expenditure from 1st November 1867 to October 31st, 1868, 4,591*l.* 18*s.* 11½*d.*
(62.) *Hosiery* Society (Leicester and Leicestershire: 19 branches).	2,000	—	No fixed contributions, but levies made when needed, by publication of a trade bill.	Cash in hand, Jan. 1867, 78*l.* 13*s.* Income for half-year ending June 30, 1867, 199*l.* 5*s.* 5*d.*	For trade purposes: 220*l.* 7*s.* 6*d.*
(63.) *Hydraulic-packers'* Good Intent Friendly Society. (Manchester).	101	From 1*l.* to 5*l.* according to age.	6*d.* per week. A levy if funds fall below 30*s.* per member.	Cash in hand, June 29, 1867, 384*l.* 6*s.* 5*d.* Income for year ending June 27, 1868, 164*l.* 18*s.* 2*d.*	For trade and provident purposes: 77*l.*
(64.) *Hydraulic-packers*—Britannia Society of (Manchester).	70	From 1*l.* to 3*l.* according to age.	7*d.* per week. Power to society to make levy. 1*s.* levy per head on death of member or wife, if necessary.	Cash in hand, April 1868, 267*l.* Income for quarter ending June 1868, 26*l.* 8*s.* 8*d.*	For trade and provident purposes: 14*l.*
(65.) *Hydraulic-packers*—Friendly Association of (Manchester).	75	From 1*l.* 10*s.* to 5*l.* 5*s.*, according to age.	7*d.* per week. Power of society to make levies. 6*d.* levy per head on death of member or wife, if necessary.	Income 1st July 1867 to 1st July 1868, 117*l.* 13*s.* 6*d.*	For trade and provident purposes: 73*l.* 6*s.* 1*d.*
(66.) *Joiners'* (House and Ship) Benevolent Society (Sunderland).	56	5*s.*	1*s.* per month. A levy of 3*d.* per member to enable a disabled member to start in some business.	Cash in hand, Novr. 1867, 46*l.* 5*s.* Income for year ending Nov. 1868, 38*l.* 10*s.* 10*d.*	For trade and provident purposes: 34*l.* 3*s.*
(67.) *Knitters'* (Framework) Society: Drawer, Pantaloon, and Shirt Branch (Nottingham).	—	None - -	1*d.* per week to defray expenses.	Cash in hand July 29th, 1867, 17*l.* 3*s.* 2½*d.* Income from July 9th, 1867, to 3rd August, 1868, 47*l.* 7*s.* 9½*d.*	For trade purposes, in connexion with Board of Conciliation, 44*l.* 3*s.* 4*d.*
(68.) *Ditto:* Three-frame Branch (Nottingham).	300	—	2*d.* per fortnight.	Cash in hand, March 1868, 64*l.* 1*s.* 8½*d.*; income from 17th March to 16th May 1868, 13*l.* 1*s.* 3*d.*	From 17 March to 16 May 1868: 6*l.* 18*s.* 4*d.*

K. STATISTICAL RETURNS FROM TRADE SOCIETIES.

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(69.) *Labourers'* Friendly and Protective Society (Glasgow and vicinity).	500	1*l.*	1½*d.* per week provident and trade. 1*d.* levy for accident, 1½*d.* for every death.	Income for year ending October 1868, 179*l.* 13*s.* 6*d.*	For trade and provident purposes: 103*l.* 14*s.* 9*d.*
(70.) *Lathsplitters'* United Society (Glasgow).	35	7*s.* 6*d.*	3*d.* per week. Levy of 1*s.* per member for member's death. Levy of 6*d.* per quarter for salaries of office-bearers.	Cash in hand, May 1868, 21*l.* 18*s.* 6*d.* Income for half-year ending October 1868, 9*l.* 6*s.* 10*d.*	For trade and provident purposes: 2*l.* 5*s.* 6*d.*
(71.) *Lever's-lace-trade* Association (Nottingham).	500	From 2*s.* 6*d.* to 2*l.* 10*s.*, according to age. Minors half fee.	1*s.* per week from March to September; 6*d.* per week rest of the year.	Income from June 1867 to June 1868, 727*l.* 17*s.* 4*d.*	For trade and provident purposes: 247*l.* 8*s.*
(72.) *Lightermen and Watermen's* (Thames Working) Protection Society (London).	1,600	1*s.*; apprentices admitted after they have served two years.	6*d.* per week for six months after admission, and 3*d.* per week afterwards.	Income from February 1867 to July 1868, 653*l.* 18*s.* 3*d.* Reserve fund, 700*l.*	For trade and provident purposes: 482*l.* 18*s.* 9*d.*
(73.) *Lithographers*—Trade and Benefit Society of (Nottingham and Midland Counties).	20	2*s.* 6*d.* and 2*d.* for copy of articles, which includes first month's contribution.	1*s.* 2*d.* per month levy to be made by committee if necessary.	Cash in hand July 1867, 13*l.* 10*s.* 2½*d.* Income for year ending July 1868, 17*l.* 10*s.* 8*d.*	6*l.* 10*s.* 3*d.*
(74.) *Lithographic-printers'* Society (Bradford).	8, average (for two years ending July 6th, 1868) 13.	4*s.* apprentices; in first month of last year on payment of 2*s.*	Town members 1*s.*; country 10*d.* per fortnight; apprentices 1*s.* 2*d.* per month during their last year. A levy for members out of work with leave.	Cash in hand January 1868, 33*l.* 7*s.* 5*d.* Income for half year ending 6th July 1868, 4*l.* 8*s.* 2*d.*	4*l.* 10*s.* 2*d.*
(75.) *Lithographic-printers'* Society (No. 1, London).	125	From 5*s.* to 20*s.* according to age. Apprentices by payment of 1*s.* per quarter in last year of apprenticeship.	1*s.* per month to sick fund; 1*s.* per month to fund for unemployed; levy of 1*s.* per head on free member's death; 6*d.* for wife. Members may register second wife on payment of 1*s.*	Cash in hand May 1867, 268*l.* 16*s.* 5*d.* Income year ending May 1868, 286*l.* 13*s.*	For trade and provident purposes: 307*l.* 0*s.* 8*d.*
(76.) *Lithographic-printers*—Trade and Benefit Society of (London).	189	From 10*s.* to 1*l.*, according to age.	Under 30 years of age 1*s.* per month to sick fund, and 1*s.* to fund for unemployed; if over 30 years 1*s.* 3*d.* to each fund; levy of 1*s.* per member on free member's death.	Cash in hand 5th June 1866, 517*l.* 8*s.* 4*d.* Income for year ending 4th June 1867, 310*l.* 1*s.* 4*d.*	For trade and provident purposes: 389*l.* 13*s.* 10*d.*
(77.) *Lithographic and copperplate-printers* — Society of (Manchester).	162	5*s.*, but if he has worked more than three months as a journeyman without being member, then 10*s.* Apprentices upon payment of 1*s.* per month from first month of last year.	1*s.* per fortnight; 1½*d.* of each 1*s.* to go to contingent fund; levy of 3*d.* per head to make up emigration fund; levy of 6*d.* per head on death of member or member's first wife.	Cash in hand January 1867, 183*l.* 14*s.* 3½*d.* Income for year ending January 1868, 124*l.* 6*s.* 5*d.*	For trade and provident purposes: 130*l.* 13*s.* 5½*d.*
(78.) *Machine, Engine, and Iron Grinders*—United Kingdom Society of.	280	From 15*s.* to 50*s.*, according to age; 1*s.* to funeral fund.	1*s.* per week in all the branches, except two; 6*d.* per quarter benevolent fund. Levy for funerals.	Cash in hand, June 1867, 1,221*l.* 7*s.* 1½*d.* Income for year ending June 1868, 789*l.* 14*s.* 10*d.*	For trade and provident purposes: 764*l.* 7*s.* 1*d.*
(79.) *Metal-planers, Shapers, and Slotters*—Amalgamated Society of (Bury branch).	24 (in 1867.)	From 5*s.* to 1*l.* 7*s.* 6*d.* according to age.	6*d.* per week.	Income for year ending December, 1868, 34*l.* 12*s.* 1½*d.*	For trade and provident purposes: 33*l.* 14*s.* 3½*d.*

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(80.) *Millers'* (Operative) Friendly Society (Liverpool, with 25 lodges in different parts of the country).	631	From 5*s.* to 15*s.* up to 45 years; from 45 to 50 at option of majority of members. Members re-admitted by paying from 10*s.* to 17*s.* 6*d.* Honorary members to pay 5*s.*	5*d.* to 7*d.*, according to state of funds; an accident levy of 1*s.* per member; a visitation levy of the same; a levy of 2*d.* per week from every member of each lodge for expenses of executive.	Cash in hand January 1868, 124*l.* 2*s.* 4*d.* Income for half-year ending June 1868, 88*l.* 14*s.* 10*d.*	For trade and provident purposes: 85*l.* 17*s.* 7*d.*
(81.) *Miners'* (South Yorkshire) Association (Barnsley: 43 lodges).	8,000	—	1*s.* per week per member -	Cash in hand, 23rd December 1867, 5,665*l.* 3*s.* 4*d.* Income for year ending 21st Dec. 1868, 8,711*l.* 7*s.* 2½*d.**	For trade and provident purposes: 7,490*l.* 11*s.* 5*d.*
(82.) *Musical-instrument-makers'* (Friendly) Society (London).	317	10*s.*	6*d.* per week while funds are between 1,000*l.* and 500*l.*; if below 500*l.* a levy of 2*d.* per week; if above 1,000*l.*, 4*d.* per week contribution. Members of 20 years standing to pay half subscription; free after 25 years except as to levies.	Income for year ending 31st December 1868, 305*l.* 19*s.* 4*d.*	For trade and provident purposes: 305*l.* 12*s.* 6*d.*
(83.) *Needle-makers'* Benevolent Society (Nottingham).	45	1*l.*; entrance fee to the trade portion of the society, 5*s.* if over 45 years.	3*d.* per week sick and trade contribution; levy in case of strike; aged members 2*d.* per week; levy of 6*d.* or 3*d.* a head on death of member, his wife, or child.	Cash in hand August 1867, 140*l.* 6*s.* 7*d.* Income for year ending August 1868, 30*l.* 13*s.*	For trade and provident purposes: 21*l.* 11*s.* 8*d.*
(84.) *Organ-builders*—Amalgamated Trade Society of (London).	37	5*s.*	3*d.* per week; ½*d.* per week for 5*l.*, and 10*d.* per week for 10*l.* extra insurance of tools from fire (optional) beyond the ordinary benefit of 5*l.*	Cash in hand November 1867, 40*l.* 1*s.* 7*d.* Income for year ending November 1868, 17*l.* 13*s.* 5*d.*	28*l.* 7*s.* 6½*d.*
(85.) *Painters'* (Operative House) Association (Leeds).	80	4*s.*	2*d.* per week; levy when necessary.	Cash in hand, Aug. 1867, 15*l.* 14*s.* 6½*d.* Income for year ending Aug. 22, 1868, 69*l.* 6*s.* 5½*d.*	75*l.* 16*s.* 2*d.*
(86.) *Painters'* (Operative)—United Society of (Nottingham).	83	10*s.* for first entrance; 12*s.* 6*d.* for re-entrance; 2*s.* 6*d.* for Nottingham apprentices if within four weeks after their time is up.	4*d.* per week from March to October, 2*d.* per week for rest of year; society has power to make re-entrance levies for trade and provident purposes.	Cash in hand October 1867, 50*l.* 3*s.* 11*d.* Income for year end-ind October 1868, 64*l.* 18*s.* 11*d.*	For trade and provident purposes: 37*l.* 4*s.* 7*d.*
(87.) *Painters and Plasterers'* (United Operative) Association of Eccles, Swinton, and Pendlebury.	26	Apprentices having served their time in this district and making application within four weeks, 5*s.* Other persons, 12*s.* 6*d.* Re-entrance, 1*l.*	2½*d.* a week, and levies as may be deemed necessary for the benefit of the association.	Income for 1867, 18*l.* 5*s.* 4*d.*	Expenditure for 1867, 7*l.* 11*s.* 8*d.*

* About one-half only of the contributions of the members of this Society are paid to the general fund of the association, the other half being retained by the local lodges and expended in payment of sick members, natural deaths, weighmen's wages, &c.

K. STATISTICAL RETURNS FROM TRADE SOCIETIES.

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Annual Income.	Annual Expenditure.
(88.) *Paper-makers* (Legal)—Society of.	790 men and apprentices.	If not more than 35 years old to pay sum equal to 15*s.* on every 500*l.* stock in hand on half-yearly meeting before application. If over 35 years 1*l.* for every complete year above.	1*s.* per month, every working member earning at rate of 5*d.* per hour to contribute 5*s.* per month more, if earning less, 4*s.* Apprentices receiving journeyman's pay, to pay 2*s.* 6*d.* per week over monthly contributions.	Cash in hand 8th March 1868, 5,637*l.* 10*s.* Income for quarter ending 31st May 1868, 673*l.* 17*s.* 8*d.*	For trade and provident purposes: 569*l.* 16*s.* 8*d.*
(89.) *Paperstainers'* (Amalgamated) Benevolent Society (Darwen, Manchester, Leeds).	129	7*s.* 6*d.*; apprentices may enter six months before expiration of their articles.	3*d.* per week, with power to the society to increase subscription; a levy on member's death of 6*d.* per member.	Income for the last half of the year 1867, 88*l.* 17*s.* 8*d.*	26*l.* 15*s.* 5*d.*
(90.) *Planemakers'* (Operative) Protection Society of England and Scotland (13 branches).	In year 1867, 160.	10*s.*	3*d.* per week; a levy of 1*s.* per month if funds below 30*l.* until they reach 50*l.*	Cash in hand July 1866, 80*l.* 0*s.* 5⅓*d.* Increase from July 1866 to July 1867, 10*l.* 15*s.* 3⅓*d.*	17*l.* 6*s.* 3*d.*
(91.) *Plumbers'* (Operative) Trade and Burial Society (Devon and Exeter).	12	2*s.* 6*d.* or 5*s.* according to age.	Not less than 3⅓*d.* per week; power to committee to reduce expenditure or make levies when funds are deficient; levy of 1*s.* per head for funeral allowance.	Income for the year 1868. 6*l.* 15*s.* 2½*d.*	For trade and provident purposes: 15*s.* 10*d.*
(92.) *Plumbers'* (United Operative) Association of Great Britain and Ireland.	—	Not less than 2*s.* 6*d.* or more than 5*s.*	3*d.* per week.	Cash in hand March 31, 1867, 2*l.* 3*s.* 4½*d.* Income from March 31st, 1867 to March 31st, 1868, 866*l.* 11*s.* 9½*d.*	Expenditure from Mar. 31, 1867 to Mar. 31, 1868: 866*l.* 18*s.* 4½*d.*
(93.) *Pressers'* (Flat)—United Society of (Potteries).	98	None - -	2½*d.* per week. The usual contribution is 3*d.*, but during the year 1868 it has been as above; committee have power to make a levy.	Cash in hand July 1867, 16*l.* 10*s.* 9*d.* Income for the year ending July 1868, 50*l.* 18*s.* 7½*d.*	68*l.* 17*s.* 5*d.*
(94.) *Pressers'* (United (Hollow-ware) Trade Protection Society (Shelton, Staffordshire).	500	—	1*d.* per week provident; 2*d.* per week trade; apprentices over 18 the same.	About 20*l.* in stock.	—
(95.) *Printers* (Machine)—Amicable and Brotherly Society of (Manchester: 10 branches).	- -	From 3*l.* to 5*l.* 10*s.*, according to age; apprentices from 1*l.* 10*s.* to 3*l.* according to year of apprenticeship.	Journeymen 2*s.* 9*d.* per month; apprentices 1*s.* 6*d.* per month; levy in case the funds fall below 1,000*l.*	Cash in hand June 1867, 1,732*l.* 7*s.* 11*d.* Income for year ending June 1868, 969*l.* 5*s.* 2½*d.*	For trade and provident purposes: 660*l.* 10*s.* 8*d.*
(96.) *Printers'-warehousemen's* Association (London).	43	5*s.*	9*d.* per month.	Cash in hand January 1868, 62*l.* 5*s.* 9*d.* Income for year ending January 1869, 17*l.* 2*s.* 6*d.*	12*l.* 8*s.* 9*d.*
(97.) *Quarrymen* (Grindstone) — Windy Nook Association of.	150	—	3*d.* per week.	Income for year 1868, 244*l.*	—
(98.) *Railway-spring-makers* — United Society of (Sheffield).	335	5*l.* subject to alterations according to amount of funds.	1*s.* 6*d.* per week for fitter; 1*s.* 3*d.* for vice men.	"Income covers current expenses."	In the three quarters of the year ending 30th September 1868: In relief of unemployed members: 1,432*l.* 2*s.* 4*d.* Funerals: 5*l.*

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(99.) *Razor-grinders'* Society (Sheffield).	292 men and 92 boys.	-	2*s.* for man weekly; 1*s.* for boy. Liable to be altered at general meeting of the society. 1*s.* per head levy for funeral contribution.	Income from 30th April 1867 to 6th May 1868, 976*l.* 14*s.* 9*d.*	For relief of unemployed: 1,170*l.* 19*s.* 7*d.* Sick, &c. and management: 182*l.* 13*s.* 10*d.*
(100.) *Roller-makers'* (Operative) Friendly Society (Oldham).	68	From 10*s.* to 2*l.* 5*s.*, according to age.	1*s.* per week; members earning less than 15*s.* are exempt from payment.	Cash in hand 2nd December 1867, 104*l.* 15*s.* 9*d.* Income for year ending 30th November 1868, 274*l.* 6*s.* 7*d.*	For trade and provident purposes: 263*l.* 13*s.* 9½*d.*
(101.) *Roller-makers'* (Operative) Friendly Society (Salford branch).	30	From 10*s.* to 2*l.* 5*s.*, according to age.	1*s.* per week, if earning 15*s.* per week; if below 15*s.*, contribution considered paid.	Income for year ending November 1867, 81*l.* 12*s.*	For trade and provident purposes: 83*l.* 10*s.* 9*d.*
(102.) *Rope-and Twine-spinners'* Association (Manchester and Salford district).	90	5*s.*; an apprentice wishing to enter six months before he is out of his time, 1*s.*	9*d.* per fortnight for both purposes; member leaving district to pay 9*d.* for two weeks, 4*d.* after; members out of work to pay 1*d.* per fortnight to the funeral fund, and 2*d.* per fortnight for P. L. F.	Cash in hand January 1867, 3*l.* 2*s.* 5½*d.* Income for year 1867, 31*l.* 8*s.* 7½*d.*	For trade and provident purposes: 27*l.* 14*s.* 3*d.*
(103.) *Saw- and Jobbing-grinders'* (United) Society (Sheffield).	262 52 boys.	—	Saw grinders 3*s.*, boy 1*s.* 6*d.* per week, when employed; jobbing grinders 2*s.* 6*d.*, boy 1*s.* 3*d.* Levy of 1*s.* per head on death of member, 6*d.* on death of member's wife.	Income from 11th October 1867 to 31st October 1868, 1,434 6*s.* 4*d.*	For trade and provident purposes: 1,391*l.* 5*s.* 2½*d.*
(104.) *Saw - handle-makers'* Mutual Aid Society (Sheffield).	145 men, 15 apprentices.	—	1*s.* per week; 6*d.* for apprentices.	Income during two years ending December 1868, 603*l.* 8*s.*, and from the sale of handles made by members when out of work, 720*l.* 5*s.* 6*d.*	For trade and provident purposes: 1,352*l.* 18*s.* 4½*d.*
(105.) *Saw-smiths'* Society (Sheffield).	250	Apprentices to be admitted, on approval, on payment of 13*s.* for their last year.	1*s.* per week; if earning less than 15*s.* per week 6*d.*; if out of work a whole week 3*d.*	Income for year ending December 24th, 1868, 467*l.* 11*s.* 10*d.*	For trade and provident purposes: 398*l.* 4*s.* 1*d.*
(106.) *Sawyers* (Mill) *and Planing-machine - workers'* Trade Society (Birmingham).	—	5*s.*	—	Cash in hand, 27th April 1868, 43*l.* 13*s.* 8*d.* Income for 5 months ending September 1868, 22*l.* 17*s.* 5*d.*	For trade and provident purposes: 12*l.* 13*s.* 1½*d.*
(107.) *Sawyers'* (United Mill) Society (Bradford and Halifax).	46	From 10*s.* to 1*l.* 5*s.* according to age; apprentices to pay according to age; 5*s.* for five years.	6*d.* per week; apprentices 3*d.* per week for 12 months; 6*d.* per week for next six months. Society has power to make levies if necessary.	Cash in hand April 1868, 206*l.* 7*s.* 9*d.* Income for half-year ending October 1868, 30*l.* 8*s.* 5*d.*	For trade and provident purposes: 10*l.* 2*s.* 11*d.*
(108.) *Sawyers'* (United Mill) Society (Manchester).	57	10*s.*	6*d.* per week; 1*s.* levy on each member at death of any member.	Cash in hand May 1867, 197*l.* 12*s.* 10*d.* Income for year ending May 1868, 70*l.* 18*s.* 8*d.*	For trade and provident purposes: 52*l.* 17*s.* 6*d.*
(109.) *Sawyers'* (Mill) Trade Society (Lambeth).	140	10*s.* 6*d.*	1*s.* 6*d.* per month; if funds fall below 250*l.* then 2*s.* per month; 6*d.* per quarter to reserve fund; 1*s.* levy at death of member or member's wife.	Cash in hand February 1868, 594*l.* 15*s.* 11*d.* Income for the year ending February 1869, 179*l.* 10*s.* 3*d.*	For trade and provident purposes: 192*l.* 12*s.* 9*d.*

K. STATISTICAL RETURNS FROM TRADE SOCIETIES.

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(110.) *Scissor-grinders'* Trade and Sick Society (Sheffield).	180	—	4*d.* per week provident for man, 2*d.* for a boy; 6*d.* per member funeral levy; 1*s.* 6*d.* per week, trade, for a man, 9*d.* for an apprentice.	Income for year ending 2nd November 1868, 665*l.* 16*s.* 3*d.*	For trade and provident purposes: 616*l.* 0*s.* 10*d.*
(111.) *Shuttle-makers*— Amalgamated Society of (Preston).	45	From 5*s.* to 1*l.* according to age.	1*d.* per week to burial fund, 6*d.* per week trade, branches to have power to levy.	Cash in hand 1867, 68*l.* 16*s.* 2½*d.* Income during year 1867, 87*l.* 17*s.* 3*d.*	42*l.* 4*s.* 9*d.*
(112.) *Sickle-makers'* Union (Ridgway, near Chesterfield).	180	Apprentices when out of time to pay 1*l.* 1*s.*	Members earning under 1*l.* per week, 6*d.*; if earning above 1*l.*, a higher rate.	Annual income from 250*l.* to 280*l.*	—
(113.) *Silver-platers'* Benevolent Society (Sheffield).	—	Sum equal to what each man has in the stock of the society at general meeting previous to entrance.	6*d.* per member per week, and if he has an apprentice, 3*d.* extra for him.	438*l.* 16*s.* 2*d.* Cash in hand July 1868, 186*l.* 16*s.* 7*d.* Income from July to December 1868, 189*l.* 4*s.* 3*d.*	260*l.* 16*s.* 2*d.*
(114.) *Silver-trade*— United Branches of the (London).	50	From 2*s.* 6*d.* to 10*s.* according to age; free if within two months of apprenticeship.	6*d.* per week as long as the funds are above 650*l.*, if below, 1*d.* per week extra till funds amount to 700*l.*	Income not returned; society has 700*l.* in 3*l.* per cent. consols.	—
(115.) *Skinners'* Trade Society (London division).	229	From 1*l.* to 2*l.* according to age.	4*s.* per month, committee having power to raise it to 5*s.*	Cash in hand January 1868, 992*l.* 8*s.* 6*d.* Income for half year ending 4th July 1868, 314*l.* 5*s.* 7*d.*	For trade and provident purposes: 263*l.* 12*s.* 10*d.*
(116.) *Skip- and Basket-makers* (Journeymen) — United Society of (13 branches in Lancashire and Cheshire).	311	1*s.*; from 6*d.* to 2*s.* entrance to sick and burial fund.	4*d.* per week; levies or weekly contributions, as each district may appoint, for tramp fund; levy for funeral if required.	Cash in hand June 29, 1867, 436*l.* 6*s.* 11*d.* Income from 29th June 1867 to 11th July 1868, 293*l.* 1*s.*	For trade and provident purposes: 107*l.* 3*s.* 9*d.*
(117.) *Slaters* (Amalgamated) of Scotland (Glasgow: 11 branches).	350 (Glasgow district only returned).	1*l.* for entry into any district which has been amalgamated for upwards of nine months; until then, 5*s.*, 10*s.*, or 15*s.* according to time.	3*d.* per week, a levy of 1*s.* per week may be made if necessary, apprentices 1*d.* per week. Members out of employment, 1*d.* per week, and exempt from levies.	Cash in hand April 1867, 180*l.* 7*s.* 3½*d.* Income for year ending 10th April 1868, 223*l.* 19*s.* 2½*d.*	For trade and provident purposes: 285*l.* 15*s.* 7*d.*
(118.) *Slubbers and Engineers'* Friendly Society (No. 1 Branch, Huddersfield).	—	From 5*s.* to 20*s.* according to age.	7*d.* per fortnight.	Income for year 1867, 459*l.* 14*s.* 4*d.*	307*l.* 14*s.* 8½*d.*
(119.) *Slubbers, Engineers, and Spinners'* West Riding Amalgamated Society, (No. 2 Branch, Huddersfield).	105	From 2*s.* to 10*s.*, according to age.	7*d.* a fortnight.	Cash in hand September 21st, 1867, 141*l.* 6*s.* 7½*d.* Income from September 21st, 1867 to March 7th, 1868, 71*l.* 13*s.* 3*d.*	Expenditure from September 21st, 1867 to March 7th, 1868, 121*l.* 11*s.* 0½*d.*
(120.) *Smiths'* Benevolent Friendly, Sick, and Burial Society (Liverpool: 22 branches).	834	From 7*s.* 6*d.* to 2*l.*, according to age.	From 6*d.* upwards per week, as the lodges may think fit.	Cash in hand February 1868, 2,803*l.* 6*s.* 4½*d.* Income for the half year ending August 1868, 920*l.* 2*s.* 0½*d.*	For trade and provident purposes: 1,069*l.* 6*s.* 10½*d.*
(121.) *Ditto* (Bradford branch).	—	From 7*s.* 6*d.* to 2*l.*, according to age.	From 6*d.* upwards per week.	Cash in hand, Aug. 3rd, 1867, 438*l.* 6*s.* 9½*d.* Income for year ending 3rd Aug. 1868, 145*l.* 5*s.* 3½*d.*	For trade and provident purposes: 109*l.* 19*s.* 8*d.*

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(122.) *Ditto* (Oldham branch).	49	From 7*s.* 6*d.* to 2*l.* according to age.	1*s.* per week.	Cash in hand January 1867, 83*l.* 7*s.* 3½*d.* Income for January 26, 1867 to January 25, 1868, 127*l.* 19*s.* 2*d.*	For trade and provident purposes: 203*l.* 16*s.* 11½*d.*
(123.) *Spindle and Fly-makers'* (United Operative) Friendly Society (Oldham, with six branches).	283	10*s.*; if within 12 months after completing apprenticeship, 7*s.* 6*d.*	1*s.* per week; 1*l.* 6*s.* paid by apprentices in last year covers entrance fee and contribution till out of time.	Cash in hand January 1867, 578*l.* 4*s.* 2*d.* Income for the year 1867, 674*l.* 12*s.* 5*d.*	For trade and provident purposes: 595*l.* 15*s.* 10½*d.*
(124.) *Steam-engine-makers'* Society (Manchester: 65 branches).	—	From 10*s.* 6*d.* to 5*l.*, according to age.	3*s.* per month exclusive of levies; 3*d.* half-yearly to benevolent fund.	Cash in hand 1st June 1866, 9,285*l.* 19*s.* 10*d.* Income from 1st June 1866 to 31st May 1867, 6,574*l.* 16*s.* 11½*d.*	For trade and provident purposes: 5,501*l.* 4*s.* 9½*d.*
(125.) *Stove-fitters'* Society (Sheffield).	56	1*l.*; apprentices under 21 free; afterwards 5*s.*	6*d.* per week; 1*s.* per head to funeral gift.	Cash in hand August 1866, 145*l.* 1*s.* Income from Aug. 1866 to January 1868, 105*l.* 5*s.* 5*d.*	For trade and provident purposes: 60*l.* 6*s.* 4½*d.*
(126.) *Stove-grate- and Fender-grinders'* Society (Sheffield).	42	—	2*s.* at member's or member's wife's death; 2*s.* per week.	"According to last balance sheet," [1868] 208*l.* 8*s.* 10*d.*	For trade and provident purposes: 208*l.* 8*s.* 10*d.*
(127.) *Surgical-instrument-makers'* Provident Society (Sheffield).	50	—	6*d.* per week; 3*d.*, apprentices; for trade purposes only.	Income during year 1868, 29*l.*	Nothing expended.
(128.) *Table-blade-grinders'* Society (Sheffield).	250	—	1*s.* per week.	Income from 1st Oct. 1867 to 4th Nov. 1868, 59*l.* 1*s.* 10*d.*, during which time 600*l.* additional was drawn from bank.	1,026*l.* 1*s.* 10*d.*
(129.) *Tailors*—Amalgamated Society of (Manchester).	4224 (May 1868).	From 2*s.* 6*d.* to 15*s.*, according to age. Apprentices in last year of apprenticeship, 1*s.*	6*d.* per week (if without sick benefit, 3½*d.* per week), and 3*d.* per quarter to management fund.	Management fund: Cash in hand March 1867, 223*l.* 18*s.* 1*d.* Income for year ending February 1868, 498*l.* 19*s.* 2*d.* Levies for trade purposes, 11,933*l.* 19*s.* 11*d.*	Management fund: 722*l.* 17*s.* 3*d.* For trade purposes: 11,892*l.* 5*s.* 10*d.*
(130.) *Tailors'* Society (Oldham).	30	3*s.* 6*d.*	4*d.* per week;	Annual income, 30*l.*	—
(131.) *Tape-sizers'* Friendly and Benefit Society (Preston).	42	2*s.*	6*d.* per week.	Cash in hand September, 1867 21*l.* 2*s.* 8*d.* Income for year ending 21st March 1868, 32*l.* 17*s.* 0½*d.*	18*l.* 11*s.* 0½*d.*
(132.) *Tin-plate-workers'* Co-operative Society (Birmingham).	78	2*s.* 6*d.*; if within three months of expiration of apprenticeship free.	6*d.* per week.	Cash in hand December 1866, 259*l.* 13*s.* 2*d.* Income for year ending December 1867 88*l.* 13*s.* 5*d.*	For trade and provident purposes: 104*l.* 3*s.* 2*d.*
(133.) *Tobacconists'* (United Operative) Society (United Kingdom).	—	From 5*s.* to 20*s.*, according to age.	1*s.* 6*d.* per calendar month	Cash in hand May 1867, 513*l.* 9*s.* 7½*d.* Income from May to December 1867, 158*l.* 16*s.* 4*d.*	For trade purposes: 113*l.* 1*s.* 9*d.* For provident purposes, 85*l.* 1*s.*
(134.) *Tobacco-pipe-makers'* (United) Society (Edinburgh and Leith Branch).	40; 8 apprentices.	1*s.* 6*d.*	3*d.* per week.	Cash in hand January 1868, 17*l.* 14*s.* Income for year 1868 57*l.* 10*s.* 7*d.*	For trade and provident purposes: 48*l.* 15*s.* 6*d.*

K. STATISTICAL RETURNS FROM TRADE SOCIETIES.

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Annual Expenditure.
(135.) *Tobacco-strippers'* Mutual Association (London).	109	2*s.* 6*d.*	9*d.* per week.	Cash in hand January 1868, 146*l.* 11*s.* 8½*d.* Income for year 1868, 174*l.* 8*s.* 3*d.*	260*l.* 18*s.* 6½*d.*
(136.) *Trunk- and packing-case-makers'* Friendly Relief, Sick, Superannuation, and Burial Society (Manchester and Salford).	350	1*l.* apprentices if they do not join within one month after they are out of their time; then from 1*l.* to 3*l.* 4*s.* according to time elapsed.	1*s.* per week.	Cash in hand 30th June 1867, 1,362*l.* 13*s.* 4*d.* Income from 1st July 1867 to 30th June 1868, 763*l.* 12*s.*	For trade and provident purposes. 909*l.* 3*s.* 11*d.*
(137.) *Turners'* Protection and Burial Society (Hanley).	70	2*s.* 6*d.* to trade society; entrance to burial society, 2*s.* 6*d.* to 7*s.* 6*d.*, according to age.	3*d.* to trade fund, 1*d.* to burial fund, with 0½*d.* more for management.	Cash in hand January 1868, 39*l.* 2*s.* 6*d.* Income for year 1868, 14*l.* 18*s.*	For trade and provident purposes: 8*l.* 4*s.* 3*d.*
(138.) *Type-founders'* Trade Protection Society (Edinburgh).	180	1*s.*; and 1*d.* to the secretary.	1*d.* and 2*d.* per week, according to class.	Income for 1868, 23*l.* 5*s.* 7*d.*	—
(139.) *Upholsterers'* (Journeymen) Association (Liverpool).	70	5*s.*	6*d.* per week.	Cash in hand, August 1868, 35*l.* 3*s.* 8*d.* Income for quarter ending 26th Oct. 1868, 29*l.* 8*s.* 2*d.*	For provident and trade purposes: 17*l.* 19*s.* 3*d.*
(140.) *Upholsterers'* (Journeymen) Association (Manchester).	30	5*s.*	6*d.* per week.	Cash in hand 1st June, 1868, 28*l.* 0*s.* 4*d.* Income for three months ending 2nd September 1868, 8*l.* 11*s.* 4*d.*	For trade purposes: 4*l.* 0*s.* 7*d.*
(141.) *Vellum-binders* United Trade Society of (London).	270	Apprentices, if within three months of expirationof their time, free; after three months from 5*s.* 6*d.* to 1*l.*, according to time of entry. Persons having worked at trade seven years 10*s.* 6*d.* to 1*l.* 1*s.*	6*s.* per quarter.	Cash in hand March 1867, 1,043*l.* 19*s.* 11*d.* Income for year ending March 1868, 312*l.* 10*s.* 8*d.*	For provident and trade purposes: 707*l.* 5*s.* 2½*d.*
(142.) *Warpers'* Mutual Benefit and Funeral Society (Oldham).	43	5*s.*	—	Income from August 1867 to August 1868, 41*l.* 15*s.* 9*d.*	For trade and provident purposes: 17*l.* 3*s.* 8*d.*
(143.) *Warpers'* Benevolent Society (Stockport).	106	From 2*s.* 6*d.* to 1*l.*, according to age.	7*d.* per fortnight; not to pay if earning under 12*s.* per fortnight.	Cash in hand December 1867, 43*l.* 9*s.* 3*d.* Income for year ending December 1868, 77*l.* 4*s.* 4½*d.*	For trade and provident purposes: 40*l.* 4*s.* 5*d.*
(144.) *Warrington* and Neighbourhood—Association of the *Organized Trades* of (Wire-drawers, File-smiths, Tailors, Puddlers, Basket-makers, Millmen).	480	1*d.* per member.	1*d.* per month per member; in case of strikes or lock-outs a levy to meet the case, as sole object of society is to deal with strikes and lock-outs by arbitration.	Cash in hand October 1867, 9*l.* 10*s.* 6*d.* Income from October 1867 to March 1868, 11*l.* 9*s.* 2½*d.*	For trade purposes: 5*l.* 4*s.* 0*d.*
(145.) *Wear Steam-packet* Provident Society (Sunderland).	127	3*l.* for men; 1*l.* 10*s.* for boys.	1*s.* per fortnight; if funds fall below 30*l.*, 6*d.* per fortnight more.	Cash in hand 30th June 1867, 43*3l.* 10*s.* 2*d.* Income from 30th June 1867 to 31st December 1867, 93*l.* 7*s.* 6*d.*	For trade and provident purposes: 43*l.* 13*s.* 1*d.*

Name of Society.	Number of Members.	Entrance Fee.	Rate of Contribution.	Receipts.	Expenditure.
(146.) *Weavers'* Power-loom Association (Oldham).	-	—	1*d.* per week. Committee to have power to raise extra funds if necessary for any legal purpose.	Cash in hand January 1867, 26*l.* 6*s.* 2*d.* Income for year ending December 1867, 143*l.* 14*s.* 10½*d.*	For trade and provident purposes: 104*l.* 2*s.* 5*d.*
(147.) *Weavers'* Power-loom Association (Preston).	1,615	Amount to be settled each annual meeting.	2*d.* per week. Non-working member may remain by paying 1*d.* per week to funeral fund.	Cash in hand 1st July 1867, 416*l.* 7*s.* 2½*d.* Increase from 1st July 1867 to 30th June 1868, 675*l.* 11*s.* 8*d.*	For trade and provident purposes: 626*l.* 6*s.* 4*d.*
(148.) *Wheelwrights and Blacksmiths*— Loyal, Free, and Industrious Society of (Bolton: 14 branches).	452 in whole society.	10*s.* if under 35, if over 35 an additional 10*s.*	Four branches pay 2*s.* per month, eight pay 1*s.* 8*d.*; levy of 1*s.* per head per quarter.	Cash in hand July 1st 1867, 96*l.* 0*s.* 7*d.* Income for year ending 1st July 1868, 92*l.* 12*s.* 9*d.*	For trade and provident purposes: 88*l.* 16*s.* 8*d.*
(149.) *Whitesmiths and Smiths-in-general*— Amalgamated Society of (Liverpool: 4 branches).	195	Apprentices 1*s.* 6*d.*, others 2*s.* 6*d.*; newly formed branches 1*s.* 6*d.* for first three months.	3*d.* per week; funeral levy as occasion may require.	Cash in hand December 2, 1867, 68*l.* 6*s.* Income from 2nd December 1867 to 2nd June 1868, 62*l.* 13*s.*	For trade and provident purposes: 54*l.* 1*s.* 6*d.*
(150.) *Wire-drawers'* (Thick Iron and Steel) Trade and Benefit Society (Manchester: 6 branches).	700	2*s.* 6*d.* to general fund; districts to make what change they like.	3*d.* per week.	Cash in hand July 1867: Trade fund, 842*l.* 2*s.* 2*d.*; Sick, &c. fund, 319*l.* 5*s.* 2*d.* Income from July 1867 to July 1868: Trade, 398*l.* 3*s.* 2*d.*; Sick fund, 772*l.* 14*s.* 3*d.*	For trade purposes: 1,099*l.* 1*s.* 6*d.* For provident purposes: 908*l.* 1*s.* 9*d.*
(151.) *Wire-weavers*— Friendly Society of (London).	37	10*s.*; apprentices joining within six months of expiration of time, free.	1*s.* per month; 1*s.* 6*d.*, for six months, if funds fall below 25*l.*; a levy of 1*s.* for funerals.	Annual income, "excepting fines," 22*l.* 4*s.*	—
(152.) *Wire-workers and-weavers*— Friendly Society of (Manchester).	57	20*s.* if admitted within six months of expiration of time, 2*s.* 6*d.* per month extra up to 12 months, afterwards not less than 2*l.* 10*s.*	Lot less than 2*s.* 6*d.* per month.	100*l.* per annum "on an average."	—
(153.) *Woolsorters'* Society (Bradford).	136	From 5*s.* at 22 years old, rising 3*s.* per annum to 30 years old.	2*s.* per month.	Cash in hand, Jan. 1867: Trade fund, 529*l.* 17*s.* 9*d.*; Sick, &c. fund, 36*l.* 5*s.* 2½*d.* Income for year 1867: Trade, 204*l.* 9*s.* 4½*d.*; Sick, &c., 59*l.* 19*s.* 1*d.*	For trade purposes: 138*l.* 16*s.* 6*d.* For provident purposes: 62*l.* 8*s.* 4*d.*

L.

MISCELLANEOUS PAPERS.

I.—Correspondence with the Office of Works on the Subject of Statements made in Evidence before the Trades Unions Commissioners respecting the new Foreign Office Buildings.*

Mr. Edwin Coulson, Secretary of the Operative Bricklayers' Society, who was examined as a witness on the 2nd April 1867, having stated that in the erection of the new Foreign Office Buildings certain dishonourable practices, amounting to "a swindle against the men" employed, "and a swindle against the Government," were carried on, the following correspondence took place:

The Secretary, Office of Works, to the Secretary of the Trades Unions Commission.

Office of Works, &c., S.W.,
1st May 1867.

SIR,

THE attention of the First Commissioner of Her Majesty's Works, &c., has been drawn to the circumstance of statements having been made before the Royal Commissioners on Trades Unions in reference to the manner in which building works have been executed under contracts entered into by this board; and I am desired by him to request that you will have the goodness to move the Commissioners to cause him to be furnished with a copy of so much of the evidence taken before them as may relate to the subject.

I have, &c.
ALFRED AUSTIN,
Secretary.

J. H. Patteson, Esq.

Mr. Patteson to Mr. Austin.

Trades Unions Commission,
1, Park Prospect, Great Queen Street,
Westminster, S.W., May 2d, 1867.

SIR,

I HAVE the honor to acknowledge the receipt of your letter of the 1st inst., which shall be laid before the Commissioners at their next meeting on the 7th inst.

I have &c.
(Signed) J. H. PATTESON,
Secretary.

Alfred Austin, Esq.

Mr. Patteson to the First Commissioner of H.M.'s Works.

Trades Unions Commission,
1, Park Prospect, Great Queen Street,
Westminster, S.W., May 10th, 1867.

MY LORD,

I AM directed by the Chairman to forward copies of such portions of the evidence taken before the Commissioners as relate to the subject mentioned in your letter of the 1st May.

I have, &c.
(Signed) J. H. PATTESON,
Secretary.

The Right Hon. the First Commissioner
of H.M.'s Works.

Mr. Austin to Mr. Patteson.

Office of Works, &c., S.W.,
13th May 1867.

SIR,

I AM directed by the First Commissioner of Her Majesty's Works, &c., to acknowledge the receipt of your letter, enclosing copies of such portions of the evidence taken before the Trades Unions Commission as relate to building works under contracts entered into by this Board; and I am to convey the First Commissioner's thanks for the same.

I have, &c.
ALFRED AUSTIN,
Secretary.

J. H. Patteson, Esq.

Mr. Austin to Mr. Patteson.

Office of Works, &c., S.W.
31st May 1867.

SIR,

WITH reference to the Board's letter to you of the 13th instt., I am directed by the First Commissioner of Her Majesty's Works, &c. to inform you that having forwarded to Mr. Scott, the architect of the new Foreign Office, for any observations which he might have to make thereon, the printed copies received from you of portions of the evidence taken before the Trades Union Commissions, Mr. Scott has addressed to him a letter, in reply, dated the 21st inst., copy of which I am directed to enclose for the purpose of being laid before the Trades Union Commissioners.

I have, &c.
ALFRED AUSTIN,
Secretary.

J. H. Patteson, Esq.

Enclosure in the foregoing Letter.

Mr. Scott to Mr. Austin.

31 (late 20), Spring Gardens,
May 21st, 1867.

SIR,

IN reply to your letter of the 15th instt. I beg to say that I have read the evidence to which you have called my attention. The charges brought or suggested by Mr. Coulson appear to be merely inferential rather than even professedly to be formed on any knowledge of the building.

Mr. George Smith has shewn that Mr. Coulson was mistaken as to the mode in which the work was carried out, and as to the quality of the work I can confidently assent that I never saw work better done in point of soundness and the firm filling in of the interior. The clerk of the works, Mr. Sheffield, is one of the best I have had in my employ, and is a man who is especially particular as to the soundness of brickwork. He has adopted throughout in the thick wall the system called "larrying," which is the filling in of the space in each course between the inner and outer layers of bricks with mortar very much softened by water, in which the intermediate bricks are rubbed down, and so drawn up towards one another as to ensure very joint being filled. I know no system more calculated to ensure solidity, and in proof of this whenever for subsequent alterations the walls have had to be cut through they are found to be particularly firm and solid. Beside my own observation and the testimony of the clerk of the works, I have the corroborative testimony of my own assistant, who has been in great measure stationed over the works, and that of my surveyor, Mr. Lee, who is in the frequent habit of going over the works with much care to advise me as to the amounts due from time to time. Their impression has been that the brickwork was not only well done, but especially well done, and this is my own conviction.

I think it but due to the contractors, Messrs. George Smith & Co., to bear testimony to the honorable character of their conduct throughout the whole of this business, and to the admirable manner in which their work has been executed in all its branches. An examination of the joiners' work now being fixed, and which has been prepared at their own workshops, not upon our works, will be sufficient to convince anyone that it would be in the highest degree improbable that they would conduct any part of the work in the manner insinuated in the evidence in question, and I will assert with great confidence that had they been so disposed, my clerk of the works would not for a moment have permitted it.

I have, &c.
GEORGE GILBERT SCOTT.

Alfred Austin, Esq.

* See *First Report*, questions 1520-21. See also the evidence of Mr. George Smith (of the firm of Smith & Taylor, contractors for the new Foreign Offices), in reply to Mr. Coulson's statement; *First Report*, questions 2762-819.

II.—Letter from the Chief Constable of Lancashire on the subject of Statements made in Evidence before the Trades Unions Commissioners, affecting the County Police.

Mr. Alfred Hewlett, one of the managing directors of the Wigan Coal and Iron Company, in his evidence of the 28th April 1868 (Seventh Report, p. 30), having made reference to the services rendered by the Lancashire county police during disturbances connected with a strike of colliers at Wigan, which was then pending, the subjoined letter was received by the Commissioners from the chief constable of the county police:—

Lancashire Constabulary, Chief Constable's Office,
Sir, Preston, June 2d, 1868.

Having had my attention drawn to the published minutes of evidence taken before the Commissioners appointed to inquire into the organization, &c. of trades unions, I observe that on the 28th April last Mr. Alfred Hewlett, one of the managing directors of the Wigan Coal and Iron Company, when being examined before the Commissioners with reference to the colliery strike that then existed in Lancashire, gave evidence which, as published in the Parliamentary Report, is, I believe, calculated to convey a very erroneous impression regarding the services of the county police during that strike. I refer particularly to Mr. Hewlett's replies to questions numbered 15,127–8 and 9, by which it would appear that on the day to which this part of the evidence refers—namely, Monday the 20th April—only 80 or 90 men of the county police had been withdrawn from other districts of the county to act in the neighbourhood of Wigan; whereas the fact is, that on that day there were on special duty in the district affected by the strike 200 men drafted from other parts of the county, in addition to the standing force of that district, which numbered 173, making together a total of 373 then on duty in that district.

I should state that this special assistance to the disturbed districts had at this time been continued for about seven weeks, and that it was afterwards continued for some weeks longer, until the expiration of the strike; that the numbers drafted from other parts of the county varied from time to time, but at one period amounted to upwards of 300 men, and that the duty throughout was severe. It would hardly be correct, therefore, to suppose, as the evidence would seem to infer, that the assistance of the police was but scantily afforded during the emergency.

There are other points in Mr. Hewlett's evidence which, as published, appear to me to convey an incorrect impression, but it is perhaps unnecessary that I should enter upon them.

I should be glad if you would be good enough to lay this letter before the Commissioners at their next meeting.

I have, &c.
Robt. Bruce (Colonel),
Ch. Constable of Lancashire.

J. C. Traill, Esq.,
Secretary Trades Unions Commission,
1, Park Prospect, Great Queen Street,
Westminster.

III.—Statement by Messrs. H. Currer Briggs and Archibald Briggs (of H. Briggs, Son, and Co., Limited), of the "Outlines of a Scheme for the Application of the Industrial Partnership "Principle to any Class of Undertaking" (see their Evidence, *Tenth Report*, pp. 46, 54, 58).

The experience gained by the Managers of Henry Briggs, Son, & Co., Limited, of the practical working of the Industrial Partnership principle, enable them to suggest the following as the basis of a system which they believe to be applicable to every class of enterprise wherein capital and labour are associated, whatever may be the relative proportion between the amount of the former, and of the annual remuneration paid for the latter.

1. That there shall be paid a rate of wages to the labourer, and of salary to the manager (whether the latter post be filled by the capitalist himself or by his representative), not exceeding the average of remuneration ordinarily given for similar work performed in the same district.

2. That there shall be paid a rate of initial, or preference, interest and profit upon invested capital, which rate shall also not exceed an average of the rate of interest and profit usually derived from similar undertakings. This rate may vary according to the risks to be encountered in each special class of undertakings, from 5 up to 10, or even 15 per cent. per annum.

3. That if after the payment before specified, and after a sufficient reservation has been made for restoration within a reasonable time of capital invested in dead works or in depreciable stock, a balance of devisable profit remains, then such shall be divided as a bonus in the form of an equal per-centage over the *aggregate* amount of capital invested and of wages or salaries earned during the period in which such profit has accrued.

Thus the earnings of each workman or manager, in respect of work performed during such period, will represent the "labour capital" upon which he becomes entitled to receive his share of profits in excess of the initial rate of interest payable upon "invested capital." To meet the necessity for allowing a prudential accumulation of profits, a further clause should be adopted to the effect

4. That if the managers deem it prudent to appropriate any part of the excess profits to the formation of "reserve" against future contingencies, such shall be set aside in two funds, one to be called "Invested Capital Reserve Fund," and the other "Labour Capital Reserve Fund," the amount to be apportioned between the two in the same proportions as if the sum so apportioned had been actually divided between the representatives of capital and labour, as provided for in the last clause.

It will be observed that in the proposed mode of appropriation the labourer only receives the average rate of wages current for similar work, unless he can, by increased efficiency and care in his work, stimulated by the hope of additional reward, increase the profit of the capitalist over and above the average usually obtainable from similar undertakings. The capitalist cannot therefore be a loser by the arrangement, and may be a gainer. The only possible objection that can be fairly urged is, that although the labourer shares in extra profits, he is not called upon to bear extra losses. To render the system unexceptionably fair, a further stipulation might be added, in the case of businesses subject to severe fluctuations, to the effect—

5. That if during any year the returns prove insufficient to pay the full initial interest upon invested capital, such shall be made up out of the extra profits of future years without any corresponding bonus on labour capital, *or* by an appropriation from the accumulated profits of past years, each reserve fund contributing towards such appropriation in the same proportion as it had participated in previous surplus profits.

Provision should also be made for the capitalization of reserved profits when it is thought desirable to apply the same to the extension of the business, such increase of capital to become entitled equally with the original amount of invested capital to the initial rate of interest provided for, the interest accruing upon the capitalization of each fund to belong to the class of partners from whose accumulated profits it is derived.

H. Currer Briggs,
Chairman of Henry Briggs, Son, & Co., Limited.

Archibald Briggs,
Managing Director.

L. MISCELLANEOUS PAPERS.

IV.—Rules of the Nottingham Board of Conciliation.

IV.—Rules of the Hosiery and Glove Trade Board of Arbitration and Conciliation, Nottingham (see the Evidence of Mr. A. J. Mundella, M.P., *Tenth Report*, pp. 73, 95).

1. That a board of trade be formed, to be styled the "Board of Arbitration and Conciliation for the Hosiery and Glove Branches."

2. That the object of the said board shall be to arbitrate on any questions relating to wages that may be referred to it from time to time by the employers or operatives, and by conciliatory means to interpose its influence to put an end to any disputes that may arise.

3. The board to consist of * nine manufacturers and nine operatives, the operatives to be elected by a meeting of the respective branches. The manufacturers to be elected by a public meeting of their own body. The whole of the deputies to serve for one year and to be eligible for re-election. The new council to be elected in the month of January in each year.

4. That each delegate attend the board with full powers from his own branch, and that the decision of the board shall be considered binding upon the branch he represents.

5. That a committee of inquiry, consisting of four members of the board, shall inquire into any cases referred to it by the secretaries, such committee to use its influence in the settlement of disputes. If unable amicably to adjust the business referred to it, it shall be remitted to the board for settlement; but in no case shall the committee make any award. The committee to be appointed annually.

6. That the board shall at its annual meeting elect a president, vice-president, and two secretaries, who shall continue in office one year, and be eligible for re-election.

7. That the board shall meet for the transaction of business once a quarter, viz., the first Monday in January, April, July, and October, but on a requisition to the president, signed by three members of the board, specifying the nature of the business to be transacted, he shall within seven days convene a meeting of its members; the circular calling such meeting shall specify the nature of the business for consideration, provided that such business has first been submitted to the committee of inquiry, and left undecided by them.

8. That all complaints submitted to the board for their investigation be embodied in writing, stating as clearly as possible the nature of the grievance complained of, such statement to be sent at least one week prior to the board meeting.

9. That the president shall preside over the meetings of the board, and in his absence the vice-president. In the absence of both president and vice-president, a chairman shall be elected by the majority present; the chairman to have a vote, and in case of numbers being equal the chairman to have the casting vote.

10. That any expenses incurred by this board be borne equally by the operatives and the employers.

11. That no alteration or addition be made to these rules except at a quarterly meeting or a special meeting convened for the purpose. Notice of any proposed alteration shall be given in writing one month previous to such meetings.

* Since the drawing up of these rules the number of members of the board has been reduced to seven of each class.

V.—Account of the Nottingham Board of Conciliation.

V.—An Account of the Origin and Progress of the Board of Arbitration and Conciliation of the Hosiery and Glove Trades, of which Nottingham is the centre. (Issued by the Board, and handed in by Mr. A. J. Mundella, M.P.)

The hosiery trade, for a period of two centuries, has been centred in the counties of Nottingham, Leicester, and Derby. Leicester has long been the centre of the woollen branch, as Nottingham is of the cotton, silk, and merino branches, which form by far the largest portion of the trade.

These last employ, according to Mr. Felkin's estimate, from 20,000 to 25,000 workmen in hand frames (not reckoning the frames worked by steam power), spread over the counties of Nottingham, Derby, and the northern part of Leicestershire.

The wages of these hand frame work knitters are regulated by the Board of Arbitration and Conciliation, and all questions arising from wages are referred to it for settlement.

There are few trades in the United Kingdom in which there has existed so much agitation and irritation as in this. For a century past strikes have been frequent and protracted, and in some instances have led to disastrous and even fatal consequences. Luddism was an outgrowth of the opposition to the improved machinery, which the frame-work knitters believed tended to reduce wages, and was not suppressed until several of its unhappy leaders suffered the punishment of death.

Throughout the present century down to the year 1860 strikes and lock-outs continued, and in years of brisk demand the trade was constantly subjected to loss and embarrassment consequent thereon. Trades unions have existed in every branch from about 1780 to the present day. The trade has always had to maintain a sharp competition with the foreigner, and especially against the cheap labour of Saxony. The system of employing middle-masters, which is a necessity of the trade, is liable to great abuse, and the cupidity of individual employers has at times given rise to great oppression; hence there has always been cause for irritation and dissension, and however unreasonable the demands of the workmen may occasionally have been, their grievances have been many, and often calculated to embitter their minds against employers and their agents.

From these dissensions both the capitalists and the workmen have been frequent sufferers. Strikes have heretofore been usually resorted to by the workmen as their only means of redress. Frame breaking and burning in effigy were amongst their worst consequences in the first quarter of the present century; and in modern times they have been embittered by gross personalities and imflammatory placards.

It was after a struggle of many weeks in the wide frame branch, in the autumn of 1860, that the Board of Arbitration and Conciliation originated. This was the third or fourth strike in the same branch during the year. The workmen struck for an advance of wages which their employers believed it would be impolitic to grant. The manufacturers met together to consider what steps should be taken to terminate the strike, and as the branches which were at work contributed to the support of the branch which refused to work, a lock-out was proposed. Before resorting to such an extreme course some manufacturers wished to try conciliatory measures, and it was resolved to invite the workmen to a conference. This invitation was cheerfully responded to, and a deputation of employers met the workmen in the committee room of the Chamber of Commerce, and after a protracted discussion, extending over several days, all difficulties were adjusted upon the express condition that a board of arbitration and conciliation should be formed to prevent such calamitous disputes in the future.

The board was immediately constituted, and met for the first time on the 3rd of December 1860, at the committee room of the Chamber of Commerce, where it continues to hold its meetings. At the outset it consisted of nine manufacturers, chosen by a public meeting of their own body, and nine operatives, selected by their respective trades unions. Recently the number has been reduced to seven of each, but in all other respects the rules appended hereto [see *ante*] continue to govern the board in its constitution and proceedings.

Questions of wages, the manner in which certain classes of work should be performed, and the rate at which new classes should be paid constantly occupy the attention of the board, but in addition other matters have arisen which have an important bearing on the material and moral interests of the workmen. One of the first subjects which demanded its attention was the abominable practice of the truck system. Some of the middle-masters, whilst paying the regulation prices to their workmen, continued to keep them in a state of subjection by supplying them in advance with various articles of consumption, such as groceries, flour, cheese, bacon, &c. This, although in contravention of law, is sometimes very difficult of suppression, as it is not always done in a direct manner, but through some relative keeping a shop or store in which the employer possesses a secret interest. The goods supplied in this way are invariably charged much above the market value, besides being of inferior quality, and this is tantamount to a large reduction of wages, besides depriving the workman of his independence. The board advertised in the public newspapers their determination to stop the system by prosecuting the offenders, and by removing the machinery from any middle-master having recourse to such practices. A prosecution was instituted in one instance, and these measures had the effect of entirely stopping this oppressive system; if it is at all practised at present it is in such a

secret and mitigated manner as not to be known by the board.

Another evil which reduced the purchasing value of the workmen's earnings was the custom of paying them in the villages at late hours on Saturday night or early on Sunday morning, when no markets were available. This was also advertised in the newspapers as contrary to the wishes of the board, and individual employers guilty of the practice were written to in terms of remonstrance, and the evil thereby greatly checked, although, perhaps, not thoroughly eradicated. Deductions from earnings in excess of the customary charges of the trade have been steadily discountenanced and suppressed.

When the board was first founded it was generally considered a doubtful experiment. Several manufacturers were openly or covertly hostile to it; some regarded it as utopian and impracticable; others as likely to pry into the secrets of their business; and some as derogatory to their position and independence. These objections, however, have been steadily disappearing, until at the present time there are only two or three who refuse to acknowledge its decisions; but these are as effectually governed by its regulations as its warmest supporters; and the resolutions of the board have been generally loyally responded to by both masters and workmen.

The discussions at the board have always been conducted in the most friendly spirit and orderly manner. There has never been the slightest contention as to who should fill the offices of president or vice-president. The workmen propose a manufacturer as president, and the manufacturers a workman as vice-president. Whenever any breach of economic laws has been suggested by workmen outside the board, the operative delegates have always been the first to denounce it. The voices of reason and humanity have invariably had due weight with the delegates of both sections. And although both masters and workmen are accustomed to express their opinion of each others individual and collective acts without the slightest reserve, no manufacturer or workman has ever been known to suffer from the free and honest expression of his views. One of the most evident results of this interchange of thought and opinion is, that the workman becomes better acquainted with the laws which govern trade and commerce, and with the influence of foreign competition; and the master learns how to appreciate the difficulties of the workman, and to sympathize more with his trials and struggles to maintain and improve his position.

It is important to notice that the success of this system is more attributable to its preventive than its curative character. Nine-tenths of the matters arising in the trade, that would, if allowed to go on, produce dissension and irritation, are never brought before the board, but are arranged by the interposition of the committee of inquiry, who, by taking prompt action, and by exercising a spirit of justice and conciliation, succeed generally in arriving at a satisfactory result; if unable to do so a reference is then made to the board.

During the disastrous years of 1863 and 1864 the trade suffered terribly from the American war. The manufacturers sustained great losses, and the workmen suffered severely from want of employment. For the greater portion of that period the board did not meet together, owing mainly to the fact that there was no occasion for its services, but the committee of inquiry continued its duties, and immediately trade revived the meetings of the board were alike called for by manufacturers and workmen, and the prices of labour were raised to a level corresponding to the demand.

The strikes of former periods not only entailed great sacrifice and suffering on the workmen while they lasted, but necessitated large contributions before and after to sustain them. The trades unions sometimes levied as much as one shilling or one shilling and sixpence per week from the scanty earnings of the stocking maker for many weeks in succession, and the clothing and furniture of scores of families disappeared during a prolonged strike. At present the contribution to the trades unions during some years does not exceed that of a single week under the old system, and the manufacturers have ceased to regard them as their natural enemies.

The facts which the board points to as the best proofs of its success are: that during the six years of its existence no strike or lock-out has taken place, no personal attacks have been made, and no inflammatory handbills circulated. Never in the history of the trade has there existed so much good feeling betwixt employers and employed as at the present moment; and during the past two years, wherein labour has been scarce and agitation on the question of wages prevalent throughout England, the manufacturers in this branch of industry have been able to accept contracts without apprehension and execute them without delay.

VI.—Rules of the Board of Arbitration and Conciliation for the Staffordshire China and Earthenware Manufactures (see Evidence of Mr. M. D. Hollins, *Tenth Report*, p. 86).

VI.—Rules of the Potteries Board of Conciliation.

Rule I.—That this board be styled "The Board of Arbitration and Conciliation for the Staffordshire China and Earthenware Manufactures."

Rule II.—That the objects of the said board shall be to arbitrate upon any questions that may be referred to it from time to time by manufacturers or operatives, and by conciliatory means to interpose its influence to put an end to any disputes.

Rule III.—That the board consist of ten manufacturers and ten operatives, four of each to form a quorum, and the first board shall hold their first meeting as soon as practicable after their appointment. The operatives to be elected by their own body, and the manufacturers by their own body. The members of the board to serve for one year, and to be eligible for re-election. The new board to be elected in the month of July in each year.

Rule IV.—That any party who has submitted a dispute to the board shall be bound by its decision.

Rule V.—That a committee of inquiry consisting of four members of the board, that is to say, two manufacturers and two operatives, shall inquire into every dispute before the same is submitted to the board, and such committee shall use its influence in the settlement of disputes. If unable amicably to adjust the business referred to it, the same shall be remitted to the board for settlement, but in no case shall the committee make any award. Such committee shall be appointed annually at the first meeting of the new board, and in case a vacancy occurs in such committee by resignation or otherwise, the board shall appoint another member or members to act upon the committee.

Rule VI.—That if any one or more of the committee of inquiry shall be immediately affected by the dispute, the board shall appoint another member or other members to act upon the committee upon such inquiry.

Rule VII.—That the board shall, at its first meeting in each year elect a president, vice-president, and referee, also two secretaries, one for the manufacturers, and one for the operatives, who shall continue in office one year, and be eligible for re-election.

Rule VIII.—That the board shall meet for the transaction of business once a quarter, namely, the first Monday in the months of September, December, March and June; but on a requisition to the president, signed by three members of the board, specifying the nature of the business to be transacted, he, or in case of his absence the vice-president, shall within seven days convene a meeting of the board. The circular calling such meeting shall specify the nature of the business for consideration, provided that such business has first been submitted to the committee of inquiry and left undecided by them.

Rule IX.—The parties to any dispute intended to be submitted to the board, shall, if possible, agree to a joint written statement of their case, but if they cannot agree, a statement in writing on behalf of each party shall be made, and every such statement shall be sent to the secretaries at least one week prior to the board meeting. Each party shall have power to adduce oral evidence before the board.

Rule X.—That the president shall preside over the meetings of the board, and in his absence the vice-president. In the absence of both president and vice-president, a chairman shall be elected by the majority present.

Rule XI.—The chairman shall have a vote, and in case of the numbers being equal the question in dispute shall be submitted to the referee, whose decision shall be final. That when at any meeting of the board the number of manufacturers and operatives is unequal, all shall have the right of fully entering into the discussion of any matter brought before them, but only an equal number of each shall vote. The withdrawal of the members of whichever body may be in excess to be by lot.

Rule XII.—That any expenses incurred by this board be borne equally by the manufacturers and operatives.

Rule XIII.—That no alteration or addition be made to these rules except at a quarterly meeting, or at a special meeting convened for the purpose. Notice of any proposed alteration shall be given in writing to the secretaries one month previous to such meeting, and the secretaries shall give one week's notice thereof to each member of the board.

VII.—Form of Hiring Agreement in the Potteries.

VII.—Form of Hiring Agreement between Employers and Workmen, containing an Arbitration Clause, until lately in use in the Staffordshire Potteries (handed in by Mr. M. D. Hollins).

An Agreement made and entered into this day of in the year of our Lord one thousand eight hundred and Between and of in the county of Stafford potter herein-after called "the said potter" of the one part and of in the said county herein-after called "the said workman" of the other part Whereby the said workman in consideration of the wages or prices herein-after mentioned or referred to contracts and agrees to serve the said potter as a potter that is to say in that branch of a potter's business called at in the said county faithfully honestly and diligently from the eleventh day of November until the eleventh day of November one thousand eight hundred and (the usual holidays excepted) during all which period the said workman agrees to do and perform his work in a good skilful and workmanlike manner and to attend to the business of his said employer during the regular and usual working hours to execute lawful commands preserve secrets advance interests to the utmost of his power and in all respects to behave as an honest and faithful servant And the said workman agrees to be satisfied with such work as the said potter can fairly and reasonably provide for him during the said term and to be subject to the rules of manufactory And in consideration of the premises the said potter hereby agree to receive the said workman into employment as aforesaid and to find him a reasonable proportion of work and to pay him for the same in respect of the articles or things mentioned in the schedule hereto subjoined the wages or prices expressed in the said schedule and in respect of any articles or things not specified in the said schedule the same wages or prices as have been paid by the said potter for the same work during the year commencing on the eleventh day of November last And it is hereby agreed that if the said workman shall at any time during the existence of this agreement be required by the said potter to execute any work (within the said branch of a potter's business) not specified in the said schedule hereto and which has not been executed at the manufactory of the said potter during the year commencing the eleventh day of November last the said workman shall execute such work on being paid a reasonable price for the same such price in case of disagreement to be settled by arbitration in manner herein-after expressed and that until the decision of the arbitrators shall be declared the said workman shall continue to perform such work and shall receive after the rate of shillings per day on account of his wages in respect thereof And further that if any dispute arise between the said parties as to the prices or wages to be paid to the said workman by virtue of this agreement such dispute shall (on the request in writing of either of the parties in dispute within fourteen days after the question shall have arisen) be referred to the decision of six arbitrators three of whom shall be manufacturers and shall be chosen by the said potter and the remaining three arbitrators shall be working potters and shall be chosen by the said workman such arbitrators to appoint some impartial and competent person as umpire and the decision of such arbitrators and umpire or the majority of them shall be final and conclusive on both parties and if either parties shall (for seven days after notice in writing from the other of them requiring him or them so to do) fail to appoint his or their arbitrators the arbitrators of the other party may proceed alone and such referees or the majority of them shall have full power on the application of either party to fix the time and place for entering on such reference and to proceed therein whether both the parties shall attend or not Provided always that if at any time during the continuance of this agreement the said potter shall not within the period of four successive weeks find and give to the said workman such work as aforesaid for at least sixteen days (unless prevented by the acts or neglect of any other workman at the said manufactory) the said workman shall be at liberty to terminate this agreement upon giving four weeks' notice to the said potter of his desire so to do And lastly it is hereby declared that if during the continuance of this agreement any number of workmen shall withdraw from the manufactory of the said potter in violation of existing agreements so as to prevent the general business of the said manufactory from being carried on then and in such case it shall be lawful for the said potter to put an end to this agreement As witness the hands of the said parties the day and year aforesaid.

Signed by the said
and
in the presence of

[Here follows the Schedule referred to in the Agreement.]

VIII.—Memorial from General Builders' Association.

VIII.—Memorial presented to the Trades Unions Commissioners by the General Builders' Association.

The Memorial which is given below was presented to the Commissioners by the General Builders' Association, and was signed by 471 members of that association, representing 25 of its branches. Following the memorial will be found some "Observations" thereupon which were addressed to the Commissioners by the Conference of Amalgamated Trades. The following list shows the several branches of the association from which the memorial proceeded, and the number of persons in each branch whose signatures were appended.

Name of Branch.	Number of Signatures.
Ashton-under-Lyne and Staleybridge	15
Birmingham	38
Bolton	20
Bradford	28
Bristol	46
Burton-upon-Trent	8
Bury	9
Cheshire and South Lancashire	34
Coventry	9
Derby	7
Dewsbury and Batley	13
Exeter	30
Heywood	15
Inverness	9
Leeds	41
Macclefield	4
Staffordshire Potteries	22
Stirling	16
Stockport	13
Wakefield	20
Walsall	8
Weston-super-Mare	18
Wigan	12
Wolverhampton	15
York	21

Memorial from the General Builders' Association.

To Her Majesty's Commissioners appointed to inquire into, and report upon, Trade Unions and Associations of Masters and Workmen.

My Lords and Gentlemen,

We, the members of the branch of the General Builders' Association, having understood from the nature of some of the questions that have been addressed to various witnesses who have appeared before you, and from the papers that have been issued by you, that you are prepared to receive evidence, not only as to the constitution and proceedings of trade unions and similar associations, but also as to the nature of the alterations it may be considered desirable to effect in the law bearing upon such associations, and upon the relations between masters and workmen, beg leave to place the following considerations and suggestions before you.

The evidence that has already been given to you and to the examiners who have held courts of inquiry at Sheffield and Manchester has shewn:—

§ 1. That trade unions and similar associations have two apparently distinct objects or purposes in view; the one being that of ordinary friendly or benefit societies, and which may be called the "benevolent purpose," and the other being the securing of increased wages and other working privileges, which may be called the "trade purpose."

§ 2. That these two purposes though apparently distinct are connected together by the unions and are sought to be effected by one organization and one fund.

§ 3. That on account of this connexion, unions suffer under civil disabilities, insomuch that they cannot hold real property, nor recover their funds when embezzled.

§ 4. That some of the unions have been concerned in illegal and criminal proceedings.

§ 5. That disputes between masters and workmen, involving strikes and lock-outs, and causing great loss

to both sides and to the community, are of frequent occurrence.

§ 6. And that at present there is no ready and efficient means of preventing or settling such disputes.

We are aware that the last two paragraphs are connected with the general question of the relations between masters and workmen rather than with that of trade unions; but the two questions are now so intimately connected, and the position you occupy in relation to the one will give so much weight to any suggestions you may make in reference to the other, that we venture to hope that you will listen to our remarks thereupon.

In the first place, as to trade unions. The junction of the benevolent with the trade purpose, no doubt gives to them an exceptionally great power in relation to the latter, as funds that are cheerfully subscribed for the purpose that all consider right and proper, may be employed to effect an object for which but few subscriptions could be obtained, whilst at the same time the subscribers to the former object are thus implicated in the latter. There can also be no doubt that, in the abstract, it is not desirable to mix up in the liabilities to which any fund is subject, risks that are ascertained or calculable, with those that cannot be properly estimated. Especially is this undesirable in relation to a fund, the contributors to which are not likely to appreciate the evils which may result from such a course. This and the connected subject which has been mentioned in evidence before you, of the insufficiency of the payments to secure the benefits promised, are matters belonging as much to the question of friendly societies as trade unions, and we believe had better be legislated upon in connexion with the former. But we are clearly of opinion it would be desirable by some legislation to provide for a division of these funds, so that a member who had broken trade purpose rules should not on that account lose his interest in the benevolent purpose. As, however, some workmen have deliberately elected to form associations having the two purposes in combination, we are bound to admit that that fact should not in justice debar them from legal rights. But as it has been proved that these associations have used their funds for illegal purposes, we hold that a good reason has been given for accompanying any legislation having for its object the removal of present civil disabilities, with provisions for controlling the expenditure of their money.

That these disabilities should be removed, we think is quite just and right; but we do not think that trade unions, or such associations as that to which we ourselves belong, are of such a nature that there should be any legislation that would have for its object or its result any active encouragement of them; consequently, we are of opinion, that the relief sought would best be secured by general legislation on the subject of voluntary associations of all kinds, giving to such associations legal rights, subject to certain conditions. These conditions should be generally such as would secure that the object of the association was not contrary to law and public policy, and that the working of it did not result in anything illegal and impolitic. But prior to this legislation, we think that it devolves upon you to carefully consider what matters are or are not really contrary to public policy; and we, as employers of labour, are prepared to concede that public policy will really be best served by a careful reconsideration of the scope of objects for which combination among workmen should be lawful. At the same time we decidedly object to any sacrifice of the liberty of action of individual workmen, and to the legalizing of any means that might be used as measures of coercion by unions against non-unionists. And it is because we feel that any legal recognition of trade unions as such would but arm them with greater power than even they at the present time possess against independent, and, therefore, isolated non-unionists, that we have suggested that any legislation that is recommended by you should take the form of general provisions for all voluntary associations.

If required to put our suggestions as regards the portion of your inquiry more immediately connected with trade unions into a more specific form, we would recommend—

That the Secretary of State should appoint a registrar of voluntary associations, with power to certify that the rules of such associations were not contrary to law and public policy—law and public policy being reconsidered as above suggested.

That all associations whose rules were so certified, should have a *quasi* corporate character, and be empowered to hold property and to sue and be sued.

That the accounts of all such associations should be publicly audited, in a manner similar to that adopted under the poor law administration. The expense of such audit could be met by charging registration fees. And the misappropriation of funds should be punished by heavy fines as the mere disallowance of certain items of account would act as no bar to misappropriation.

Legislation embracing these points in connexion with voluntary associations generally, would, we believe, fully and satisfactorily remedy all evils, now matter of complaint on the part of trade unions particularly.

In the second place, in relation to the general question of the present unsatisfactory condition of the intercourse between masters and workmen, as so amply evidenced by the prevalence of strikes and lock-outs, we think that condition could be best improved by the establishment of courts of conciliation and arbitration. The establishment of these courts should not be permissive only, nor should their action be limited to settlement of disputes that have occured; very much might be done to prevent their occurrence. The most fruitful source of disagreement is that connected with the periodical settlement of trade rules, hours of labour, and rates of wages. The frequency of these disputes, and the magnitude of the interests involved, furnish, we believe, sufficient reason for the enlargement of the sphere within which it has been hitherto considered right to confine the action of the administration of the law. In our case we believe that courts might be established that would have the effect of preventing quarrels as well as settling them. We are aware of the difficulties that surround the subject, but they are not peculiar to it. The difficulty that would attend the impartial execution of decrees where the parties to the actions occupy such dissimilar positions as ordinary masters and ordinary workmen, would doubtless be great; but the hardship or unfairness necessarily consequent upon the circumstances would fall rather upon us than upon those we employ. Nevertheless, we would recommend—

The establishment of district courts, composed of representatives of the masters and workmen, with an independent chairman chosen by such representatives. Failing an early agreement in the choice, the judge of the county court should be *ex officio* chairman. The court should be the court of first instance in all civil actions between masters and workmen; and in cases involving breach of the labour contract, where there was no written contract between the parties, it should also be the court of last resort. Its proceedings might be conducted and decrees enforced as provided by Lord St. Leonard's Act.

This court should have power periodically to set forth the trade rules, including rates of wages and hours of labour of the district. These trade rules, when they had been certified by the Secretary of State, or the registrar of voluntary associations before mentioned, should in the absence of a written contract, be held to be the contract of service between masters and workmen in the district.

The registration of masters and workmen entitled to vote in the elections of their respective representatives might furnish a means of defraying the expenses of these courts. In the building trade the payment of a penny per month by each workman, and a penny per month on each one of the average number of men he employs by each master, would produce about 100,000*l*. per annum. This might readily be collected through the masters, power being given to them to deduct the men's proportion from their wages.

In conclusion, we beg to say that as an organized body of masters we are conscious that we are apt to regard matters such as are the subject of your inquiry *ex parte*, but that in addressing you we have endeavoured to avoid such partiality. Our own association would come under the provisions of the law as we would have it amended, and we believe would be benefited thereby. We wish to do to our men, whom we regard with feelings of respect and kindliness, as we would that they should do to us.

We have the honour to remain,
Your obedient servants,

L. Miscellaneous Papers.

IX.—Observations of the Trades Conference upon the Memorial of the General Builders' Association.

IX.—Observations upon the foregoing Memorial forwarded to the Trades Unions Commissioners by the Conference of Amalgamated Trades.

Conference of Amalgamated Trades,
113, Stamford Street, S.E.
London, December 12, 1868.

My Lords and Gentlemen,

We, the members of the Conference of Amalgamated Trades, representing 200,000 society men, having seen the Memorial presented to you by the "General Builders Association," beg respectfully to offer you some observations thereon.

The principal suggestion contained in that memorial is that trade societies should be compelled to keep funds devoted to benefit purposes separate from those devoted to trade purposes. Such legislation (if we obeyed it) would completely cripple our societies. We say this, not hastily or in a spirit of exaggeration, but seriously and from a practical acquaintance with facts. Every man when he enters our societies does so with a full knowledge not only of the advantages offered, but of the liabilities and responsibilities incurred. He chooses to invest his earnings in that way, and in doing so he is exercising his right as an adult citizen of a free country.

We protest against any attempt on the part of the State to dictate to him in the matter. We should regard it as an open declaration of war between classes. Sorry as we should be to see such a challenge offered, we should firmly accept it.

If we subscribe funds for any criminal purposes there are laws to punish us. But it is not for the State to decide for us whether we are investing our money wisely or foolishly. We disclaim all secrecy; we are willing to submit our accounts periodically to the inspection of Government officials; but only on condition that we are allowed that freedom in managing them which is conceded to other citizens.

We think it our duty to inform you how such a measure would be regarded by our societies, in order that there might be no mistake about the results that would follow from the adoption by Parliament of the invidious proposals of the Builders' Association.

On behalf of the Conference,—

W. Allan, Chairman.
R. Applegarth, Secretary.
Daniel Guile,
Ironfounders' Corresponding Secretary.
W. Robson, Engineer.
Edwin Coulson,
Secretary, Operative Bricklayers' Society.
Geo. Odger,
Secretary, London Trades Council.

X. Correspondence with Inspectors of Coal Mines.

X.—Correspondence with Inspectors of Coal Mines.

The letter given below was addressed to the following Government Inspectors of Coal Mines:—

Inspectors.	Districts.
(1.)	
William Alexander, Esq.	Ayr, Dumfries, Renfrew, Lanark (Lower Ward), Dumbarton, Sterling (West Division).
(2.)	
John J. Atkinson, Esq.	Durham (except part bordering on Tyne).
(3.)	
James Philip Baker, Esq.	South Stafford, Worcester.
(4.)	
Lionel Brough, Esq.	Devon, Gloucester, Monmouth, Somerset.
(5.)	
Joseph Dickinson, Esq.	North and East Lancashire.
6.)	
T. Evans, Esq.	Derby, Nottinghan, Warwick, and Leicester.
(7.)	
Peter Higson, Esq.	North Wales and West Lancashire.
(8.)	
Ralph Moore, Esq.	Lanark (Middle and Upper Wards), Stirling (East Division), Clackmannan, Perth, Fife, Edinburgh, Haddington, Linlithgow.
(9.)	
George William Southern, Esq.	Northumberland, Cumberland, and part of Durham-on-Tyne.
(10.)	
Frank N. Wardell, Esq.	Yorkshire.
(11.)	
T. E. Wales, Esq.	South Wales.
(12.)	
Thomas Wynne, Esq.	North Stafford, Shropshire, and Cheshire.

Trades Unions Commission, 1, Park Prospect,
Great Queen Street, Westminster, S.W.
Sir, 9th April 1868.

The Commissioners appointed by Her Majesty to inquire into the action and effects of Trades Unions and other associations, whether of workmen or employers, being now engaged in receiving evidence relating to trades unions in the coal trade, I am directed to ask whether in the discharge of your duties as Inspector of Coal Mines you have gained any information, either as to the organization and objects of Trades Unions, or as to their effect upon trade or upon workmen or employers, which it would be desirable to bring under the notice of the Commissioners; and to say that the Commissioners will be glad to receive from you at your earliest convenience particulars in writing of such information.

I am to add that they will be prepared to afford you, if necessary, an opportunity of giving oral evidence on either of the several points mentioned above; but as the witnesses to be examined are very many in number, it is expedient that all information that can be conveniently given in writing should be so furnished to them.

I am, &c.
Ja. C. Traill, Secretary.

The following replies were received:

(1.)

23, India Street, Glasgow,
W. Alexander. Sir, 11th April 1868.

In reply to your communication of the 9th instant, I cannot give any definite information upon the points referred to regarding trades unions in the coal trade.

In my opinion, however, the most useful and satisfactory evidence will be obtained from the representatives of the workmen (delegates) or some of the workmen themselves, on the one hand, and the owners of the collieries and ironworks on the other.

I am, &c.
J. C. Traill, Esq., Secretary, Trades Unions Commission.
William Alexander, Inspector of Mines.

(2.)

Chilton Moor, Fence Houses,
Sir, 8th July 1868. J. J. Atkinson.

In reply to your letter of the 3rd instant, enclosing a copy of another of the 9th of April last, which you addressed

to me under the direction of the Royal Commissioners on trades unions and other associations whether of workmen or employers, asking me whether, in the discharge of my duties as inspector of coal mines, I had, during the time I have acted as inspector of mines, gained any information either as to the organization and objects of trades unions, or as to their effect upon workmen or employers, which it would be desirable to bring under the notice of the Commissioners, and intimating that, for an assigned reason the Commissioners would prefer if any such information could be furnished in writing, I beg to state that I had deferred replying to that letter in the hope of finding time to give the Commissioners definite written information as to a strike which was supported by a coal miners' union embracing coal miners at almost the whole of the coal mines of the Newcastle coalfield.

The strike to which I have alluded occurred at Thornley colliery in this county, commenced in November 1843, and lasted about nine months, during the last four months of which period the strike became general throughout the coalfield.

Although the Thornley colliery strike occurred while I was one of the agents of the colliery, and before I became an inspector of mines, I thought I could give written information respecting it that would be acceptable to the Commission, provided I could find time to collect and collate documents relating to it. I have indeed collected a large packet of documents relating to it, which are to be returned to the gentlemen who have lent them to me; but I find them in such a state that it would require more time than my ordinary official duties will permit me to devote to the subject to arrange and condense them, and to comment upon them in a manner suited for the purposes of the Commission. I therefore beg to be excused from undertaking the task which I had contemplated.

I do not think that I could give any oral evidence that would be of any material service as regards the object of the Commission, and therefore beg to be excused from a personal examination before the Commissioners.

I may observe that in the course of the 12½ years during which I have been inspector of mines I have learned little or nothing new regarding trades unions, because no general strike has occurred during that time amongst the collieries of my district; and although a few partial strikes, confined to a few collieries, have occurred, I have felt it to be my duty and best policy to keep from interfering or mixing myself or my official duties with the disputing workmen and employers on such occasions; one reason for this course being that workmen when disputing with their employers about prices for their labour, sometimes complain to the inspector of the state of the mine or machinery of the colliery without just cause. This policy on my part prevents me learning many of the details which might otherwise come under my observation.

In general terms I may describe the Thornley strike nearly in the words of Mr. Thomas Wood, of Coxhoe Hall, who was, at the time of the strike, the managing partner in the colliery, and who, if applied to by the Commissioners, would, I feel confident, be glad to give more ample details, either in writing or as oral evidence; and I should, if requested, be happy to refresh his memory by the loan of the documents which I have already named.

The men of Thornley colliery struck work in November 1843. The origin of the strike was, that for about 10 days before it began the men in the union had been seeking for a grievance, and to ensure one, at least in appearance, they filled up stones in the mine, mixed with coals, in order that they might be fined; up to the time when this dodge was resorted to, the fines inflicted, by written agreement, for stones mixed with the coals, had not, I think, exceeded on an average 1*d.*, per man per day. Many men had not been fined at all, or in very trifling amounts. But after this a certain number of the disaffected of them began to have 20, 30, and 40 quarts of stones in each tub of coals they sent out of the mine, the tubs containing only about six cwt. of coals each, and at last one of them had, I think, about 160 quarts or some other enormous quantity of stones in a tub of coal; this was evidently done for the express purpose of being fined, and as the coals could not be made marketable with such a quantity of stones in them, there was no alternative for the owners of the colliery but to accept the contest on the terms of the workmen.

The covenanted fines were duly imposed; and when the pay-day came round, many of the workmen were considerably in debt for fines, beyond the amounts of their wages. This fact supplied the workmen with a few very taking "cries," about "oppression," "tyrants," keeping the poor man out of his "rights," and such like, and doubtless obtained for them a certain amount of sympathy on the part of the general public and from the workmen at other collieries, unacquainted with the facts. Some of the shopkeepers gave them goods upon credit, and some well-meaning persons assisted them by gratuities, while the funds of the union helped to supply them with a limited means of subsistence.

As is usual on such occasions, the greater part of the workmen were led by a few, and either dare not or do not judge and act for themselves.

On the large fines (wilfully incurred) being imposed, the workmen struck work (although most of them were engaged up to the ensuing 5th of April), and some five or six of them were taken before the magistrates at Durham. They employed Mr. W. P. Roberts, of Manchester, to defend them, and after several days' inquiry the magistrates committed them to prison for two or three months.

Mr. Roberts, and his clerk (who was I believe called Beesley, and had been a chairmaker, or a chainmaker, from Accrington) endeavoured to organize the other coal workmen of the district to support the Thornley men during the strike; and to a certain extent they succeeded. Mr. Roberts (probably looking forward to the anticipated general strike, which commenced in the spring of 1844) took offices in the Arcade in Newcastle. By various means and statements an outward appearance was managed to be kept up of the men of Thornley colliery having been unfairly treated by the owners or their agents. The man Beesley appeared to travel about for the purpose of "agitating" amongst the workmen. Mr. Roberts spent a good deal of his time in the North; and at one time so complete was the organization of the strike that there was only one man to attend to the pumping-engine of the colliery, and even he required to be protected by the coastguard from the violence of the workmen on strike.

After they failed to coerce the owners of the colliery by the prospect of drowning the mine, they resorted to various kinds of injuries to the interests of the owners, stealing parts of engines, especially brass work, &c., and although a company of foot and a troop of horse soldiers were on the spot, it was found to be impossible altogether to secure those who were disposed to work, from the violence of those on strike. This state of things continued at Thornley colliery until the general strike amongst the collieries of the district commenced on the 5th of April 1844.

The advent of the general strike, to some extent, benefitted the owners of Thornley colliery, by cutting off the support which had come from the workmen of the other collieries, now themselves on strike, and thus lessening the means of support hitherto enjoyed. In the course of a few weeks a few men were got to work, some of them never having before worked in mines, and who were brought, at great cost, from a distance. By the latter end of August (after a nine months' struggle) the workmen succumbed, and gave in, "their poverty, not their will," consenting. Many of them had sold nearly every article of their furniture, and many did not recover their position of comfort for 10 years after; and there is reason to suppose that others never did so up to the day of their death.

As regards the effect of this union and strike upon the owners of the colliery, Mr. Wood, who was the managing partner of Thornley colliery at the time of this strike, in a recent letter to me, after referring to the matters I have mentioned, goes on to say—"To me, after the lapse of 24 "years, the whole trial, loss, and suffering is still very fresh "and painful, for in the latter part of the time I had not "only to contend with the men but also with my own part-"ners, one of whom always affected to be 'the poor man's "'friend.' We lost 20,000*l.* by it and gained nothing, except "the knowledge that we were determined never to yield "to a strike. A very poor return, you will possibly think, "for all our money and labour."

The only very important strike that has occurred amongst the workmen of collieries in my district since I have been inspector of mines, that I recollect as I write, took place at Messrs. Straker and Love's collieries at Brancepeth, Willington, and Brandon, and lasted a considerable time, and ended, I believe, by the owners declining to employ any workmen who were connected with the union, after the workmen in many cases having endured very great hardships by being turned out of the houses of the owners which they had been allowed to occupy until a considerable time after they refused to work.

Further information as to this strike may, I think, be obtained by asking Mr. Joseph Love, of Beulah House, Durham, the managing partner, to give written or oral evidence on the subject. I avoided the place, as far as my duties permitted, during the strike, for the reason I have stated, and can therefore only give the most general information about the strike and its effects.

I am, &c.

JOHN J. ATKINSON,
Govt. Inspector of Mines.

J. C. Traill, Esq.

L. MISCELLANEOUS PAPERS.

X.—Correspondence with Inspectors of Coal Mines.

J. P. Baker.

(3.)

SIR, Wolverhampton, 20th April 1868.

I DULY received your letter of the 9th instant on the subject of trades unions, &c. &c., and have the honour to state in reply that several associations exist in this inspection district, namely, the Coal Trade, Mine Agents, Butty Colliers, and the Coal Miners, some of which may doubtless be regarded as trades unions.

I have heard many complaints from workmen, and have gained some information, both as regards the action and effect of these associations, which I am of opinion it would be desirable to bring under the notice of the Commissioners. Several documents have reached me on the subject which I think are entitled to some consideration, and are therefore respectfully enclosed to be dealt with in any way the Commission may think fit.

Strikes of long duration, as all experience has shown, are a great evil in any country. The one which took place in this district some three or four years ago, and the more recent lock-out of the ironworkers, brought about such a lamentable amount of misery and destitution amongst the operatives, together with damage to property and consequent loss to owners and the public, that both masters and workmen will doubtless pause before they again have recourse to such an expedient, which, however, without a better understanding between men and masters, may at no very remote period again recur.

I have, &c.

J. C. Traill, Esq., Secretary, Trades Union Commission. JAMES P. BAKER, Inspector of Mines.

L. Brough.

(4.)

SIR, Clifton, Bristol, 14th April 1868.

ON my return from a long round of inspection I find your favour of the 9th instant, and in hastening to make reply, I beg to say it is not to be doubted that the government inspectors become entirely acquainted with the relations between masters and men. But considering the confidential, and it may be delicate duties they have to perform, it becomes a question whether or not it would be advisable that they be called upon to give evidence before your Commission; however, I will immediately consult my colleagues, and then address you again.

I have, &c.

J. C. Traill, Esq. &c. &c. &c. LIONEL BROUGH.

The following letter was subsequently received from Mr. Brough:

SIR, Clifton, 26th September 1868.

I HAVE the honour to acknowledge the receipt of your favour of the 24th instant.

When I made a communication on this subject on the 14th of last April I at the same time wrote to one of my colleagues, who answered me that he had stated to "the "Trades Union Commission that he did not know that he "could give any evidence likely to interest them." With such reply I thought that the inspectors of mines would not be called on again, therefore I made no further communication to you.

I now beg permission to express the opinion that trades unions should undergo very considerable modification; as they now exist they interfere with the national interests: indeed, it would appear that a portion of the iron trade of Great Britain has already left our shores.

Some phase of arbitration between employers and employed is a great desideratum; perhaps the "prud'homme" system of France might be found adaptable to our own country. However, any method whereby a better feeling amongst masters and workmen may be brought about is most desirable for the prosperity and happiness of the whole kingdom.

I am, &c.,

The Secretary, Trades Unions Commission. LIONEL BROUGH.

J. Dickinson.

(5.)

SIR, Pendleton, Manchester, 11 April 1868.

I HAVE the honour to acknowledge the receipt of your letter of the 9th instant and to state in reply to the enquiry of the Commissioners that in the discharge of my duties as inspector of coal mines I have gained some information as to the organization and objects of trades unions and as to their effect upon trade and upon workmen and employers, but I do not know that it is worth bringing under the notice of the Commission.

In the years 1866 and 1867 I gave some evidence upon the subject before the select committee of the House of Commons on coal mines, to the effect that the unions were neither an unmixed good nor an unmixed evil. Some part of my evidence, however, did not please some of the delegates, and in meetings which they held upon the subject it was denounced without scrupulous regard to accuracy as to to the points assailed.

I am, &c.

Jas. C. Traill, Esq., Secretary, Trades Unions Commission. JOSEPH DICKINSON, Inspector of Mines.

T. Evans.

(6.)

SIR, Field Head, Belper, 15th April 1868.

I HAVE the honour to acknowledge the receipt of your letter of the 9th instant, requesting to be informed whether, in the discharge of my duties as inspector of mines, I have gained any information either as to the organization and objects of trades unions, or as to their effect upon trade or upon workmen or employers which it would be desirable to bring under the notice of the Trades Unions Commissioners.

I have watched with much interest the working of the colliers' unions, and have gained some information as to the effect produced by such unions upon workmen and employers. I am of opinion that trades unions as at present constituted tend very much to produce bad feeling, one of distrust between the employers and the employed. The restriction of the hours of labour, the limit to the amount of work each man shall perform, are matters which ought not to be regulated by unions, but left open questions to be dealt with by the men and their masters individually. The unskilful and idle workman's position under the union system is as good as the hard-working and intelligent collier's.

An attempt has recently been made to introduce the union amongst the colliers of the South Derbyshire district; it has however utterly failed, and the amount of distress consequent on it in the colliery villages is most serious.

In this case the men were wrong in attempting (and I fear by violence) to prevent non-union men from working.

I am, &c.

Ja. C. Traill, Esq Secretary. THOMAS EVANS, Inspector of Mines.

P. Higson.

(7.)

SIR, Manchester, July 9th, 1868.

I HAVE the honour to acknowledge the receipt of your letter of the 3d instant, and to state with reference to the letter on behalf of the Commissioners appointed by Her Majesty to enquire into the action and effects of trades unions and other associations, that in the course of my duties as inspector of coal mines I have gained some information as to the organization and objects of trades unions, but not such as appears to me to be desirable to bring under the notice of the Commissioners.

I have, &c.

J. C. Traill, Esq., Trades Union Commission, Westminster. PETER HIGSON, Inspector of Mines.

R. Moore.

(8.)

7, Queen Square, Glasgow, 20th July 1868.

SIR,

IN reply to your letter of the 9th April, I have to make the following observations regarding combinations of workmen and employers in the eastern district of inspection in Scotland, in which 8,000,000 of tons of coal are raised annually, and about 29,000 workmen are employed.

Combinations exist from time to time among the coal hewers or colliers, who form from 15,000 to 16,000 of this number. These combinations are not permanent, but exist only in times of good coal or iron trade, or when there is a prospect of good trade. I will notice shortly the combination among the coal-hewers or colliers during the years 1865-6-7.

During these years the trade of the country was good, and there was a good demand for coal. A new industry arose about this time, viz., manufacture of oil from the shales of the coal measures, which took away from 1,200 to 1,500 coal miners to work in the shale mines. A number of speculators combined and purchased the whole stocks and make of Lanarkshire pig-iron, and raised the price of pig-iron from 50*s.* to nearly 80*s.* per ton. These causes led to a demand for workmen, and the wages of all the workmen employed in mines were advanced. This advance was general throughout the whole of the eastern district of Scotland. Combination existed principally in the Wishaw collieries, and among the coal-hewers or colliers of these collieries.

The Wishaw collieries lie within a radius of five miles from the village of Wishaw. They are held by thirty-five different companies, some of whom are ironmasters who use the coal for their iron furnaces, but the others supply the public with coal for manufacturing and domestic purposes. About four millions of tons of coal are raised annually, and five thousand coal hewers are employed.

The combined colliers followed the usual tactics. The hours of labour were restricted to eight hours a day, or where the day's work or "darg" consisted of putting out a certain number of tubs of coal this quantity was restricted, so that instead of making 6*s.* 8*d.* they only made 5*s.* per day. Paid agents were employed to agitate and keep up the combination, and special levies were made for the support of men when it was arranged that they should strike.

The employers also combined to check what appeared to them unreasonable demands of the colliers, but so long as the high prices of coal and iron left a fair margin of profit the high rate of wages was not disturbed.

The pig-iron speculation, locally known as the "Iron Rig," collapsed, and the price of iron fell to 50*s.* per ton. The ironmasters, no longer able to make iron profitably while paying high wages, stopped one-third of their furnaces, and sent the coals raised for them into the market. The manufacture of shale oil was checked by the increased importation of oil from America at lower rates than it could be produced here, and those miners were sent back upon the collieries. A number of copper miners were engaged in Cornwall and sent to Scotland to work in the coal mines; the general trade of the country was bad, and the demand for coals fell off. The combined operation of all these causes, notwithstanding the restriction of labour by the colliers, caused a surplus of coal, and prices fell, and workmen's wages were also reduced.

The reduction of wages was not effected in the Wishaw district, where the combination existed, without strikes and lock-outs, but neither employers nor workmen could prevent a reduction in the prices of coal nor on the reduction of wages. At the present time both coal and iron are selling at unremunerative prices, and colliers' wages in the Wishaw district are in some cases 60 per cent. less than they were. From 1867, up to within the last two months, there has been no combination, and the workmen have worked quietly; but an agitation is again commencing, which, if good trade sets in, will likely run the same course as before.

In other localities, where there was no union or combination, wages were also reduced, but not to the same extent.

Combinations both on the part of the employers and workmen are much to be deprecated; they produce much ill feeling and a want of confidence. Much of this is no doubt owing to the language and action of the leaders of the workmen.

The feeling of the masters against the leaders of the workmen during the pig-iron "rig," above referred to, was much aggravated by a rumour that the speculators had bribed the leaders to agitate the miners to strike. It would be difficult to prove the truth of this rumour, but the knowledge we now have of the parties concerned in that speculation leads us to believe that they would adopt this or any other means of furthering their scheme, regardless of the misery it inflicted on the working men.

While strikes last the colliers suffer much, but the other workmen employed in and about the collieries (and who have no hand in the strike) suffer undeservedly. They are also hurtful to the master. During the end of 1867, when the prices for coals were not remunerative, the men resisted attempts at reduction of wages, although they had ultimately to submit. Many schemes were at that time proposed to do away with strikes; the most noticeable was that proposed by Messrs. Scott and Gilmour, of Wishaw collieries, Glasgow, and which was acted upon for some time. Messrs. Scott and Gilmour's men refused to work at the reduction, and they were supported by the colliers in the other collieries. After a strike of some weeks, those gentlemen proposed a sliding scale of wages. During summer, when prices of coals are lowest, they proposed to pay their workmen 4*s.* a day, and in winter, when the prices of coal are highest, they proposed to pay them 5*s.* a day. The men accepted this offer, and worked upon it for some months, but latterly it was abandoned by Messrs. Scott and Gilmour.

I am not prepared to suggest any remedy for strikes.

I do not think it would be of service for me to give oral evidence before the Commissioners, and I would suggest for their consideration, that it would be better to corroborate my observations by the evidence of parties in the trade in Lanarkshire. Thus it might be important to have the evidence of some ironmaster as to the effects of the Iron Rig before referred to on combinations; of some Wishaw coal-master on the combinations there, and especially on the schemes proposed for the prevention of strikes; and also of some working man upon the points referred to.

I am, &c,
RALPH MOORE,
Inspector of Mines.

Jas. C. Traill, Esq.,
Trades Union Commission,
1 Park Prospect, Great Queen Street,
Westminster, S.W.

(9.)

Newcastle-on-Tyne, 11th April 1868. — G. W. Southern.

SIR,

I HAVE the honour to acknowledge the receipt of of yours of the 9th instant, and in reply have to say that whilst holding the appointment of inspector of mines, which has been for about the last 18 months, I have not in the discharge of my duties as an inspector gained any information as to "the organization and objects of trades "unions, or as to their effect upon trade or upon workmen or "employers," other than that I had previously experienced as a mining engineer; and my firm conviction is that trades unions are highly injurious to the coal trade and to the well being of both employers and employees, the effect of such having in my opinion been a serious pecuniary loss on both sides as well as to the country, and that they have had, in the case of the workmen, a most demoralizing tendency.

Associations of employers I believe to be consequent on the formation of trades unions, but if the latter were not in existence the former would I think be very objectionable.

I have, &c.
GEO. WM. SOUTHERN,
Inspector of Mines.

J. C. Traill, Esq.,
Secretary,
Trades Union Commission.

(10.)

Pontefract, 16 April, 1868. — F. N. Wardell.

SIR,

IN reply to your letter of the 9th instant, I have the honour to inform you that having been so recently appointed one of Her Majesty's inspectors of mines, nothing has come under my notice in the discharge of my duties to enable me to furnish you with any reliable information relative to trades unions.

I am, &c.
FRANK N. WARDELL,
Inspector of Mines.

J. C. Traill, Esq.,
Secretary,
Trades Unions Commission.

(11.)

Swansea, 11 April 1868. — T. E. Wales.

SIR,

I BEG to acknowledge the receipt of your letter of the 9th inst. relative to trades unions, &c.

Some two or three years ago there was an association at Cardiff supported by the colliery owners of the Aberdare Valley, but whether such exists now or not I am unable to say, nor can I speak as to its object or the principle on which it was conducted. So far as I know no union has existed or does exist among the collieries in South Wales, but it is possible a few may be members of the National Association of Miners, but I have no knowledge of its action or effects.

I am, &c.
THOS. E. WALES,
Inspector of Mines.

J. C. Traill, Esq.,
Secretary,
Trades Union Commission.

(12.)

Stone, April 20th 1868. — T. Wynne.

SIR,

IN reply to your letter of the 9th instant, I beg to say that I have been intimately connected with coal mines for 30 years (the last 16 as inspector), and during that time

L. Miscellaneous Papers.

X.—Correspondence with Inspectors of Coal Mines.

there have been several strikes of rather a protracted character, and with different objects in view. At one time in North Stafford the wages were as low as 18*s.* for 58 hours, and large coals were sold as low as 5*s.* 6*d.* per ton of 2,400 lbs., whilst small coals or slack were sold at 1*s.* 9*d.* per ton, when a very protracted struggle took place for an advance of wages, terminating in the defeat of the men; but from that time to 1866 wages of colliers have kept on advancing until they reached a maximum of 5*s.* a day, the minimum during the last two years being 4*s.* a day. The turning point in 1843 was as fortunate for the masters as for the men, for the masters were always trying to undersell each other, and whenever trade was bad would reduce the price of coals and the price of labour, so that in my opinion unions of masters and of men are justifiable so long as they are confined to the district itself and not interfered with by itinerant agitators, who, like the stormy petrel, bode mischief whenever and wherever they appear.

Where the colliers employ an agent or a delegate, much depends on that man whether the masters and men shall go on comfortably together or otherwise, but if the delegate be a sensible man he may get grievances redressed without recourse to strikes. He can also be of much service to the inspector, as the colliers will communicate freely with their own paid delegate, and I must say that in no case where information of danger has been sent to me by a delegate has it been exaggerated.

In Shropshire there was a turn-out some few years ago to try to obtain a cessation of work for the turns-men and horses during the dinner hour, but the masters were too powerful for the men to succeed, and the practice of continuous labour for 10 hours still prevails. There was another strike by the engine-men for an advance of wages from 2*s.* 6*d.* a day, but in this too were the men unsuccesful, and the charter-masters now add a few shillings a week to satisfy these men.

The coalfield of Cheshire is so intimately connected with Lancashire that strikes in one county naturally affect the other; but I have known a case where the colliers of Cheshire took the matters into their own hands and struck work contrary to the advice of their delegate.

Strikes of long duration cause much loss of life, for we find that a great number of accidents occur immediately after the men go to work again, owing to strange men taking the places of those who had been used to the nature of the work, and knew how to take precautions against dangers that a stranger would not be aware of; for it is a well ascertained fact that in those collieries where they rear their own miners and strangers rarely enter, scarcely any accidents happen.

In those districts where proprietors provide houses for their colliers the power of agitators is very small, for the wives have a great objection to what they call "flitting," and use their powerful influence to prevent the husbands joining in a strike that is likely to make them and their families houseless wanderers, but where men reside a long way from their work one colliery is the same to them as another.

Upon the whole, I do not think that trades unions have had a bad effect upon trade, or upon workmen or employers, if kept within proper bounds, as there is even now a desire to reduce the price of coals, if the price of labour could also be reduced; but except in the iron trade I do not believe that a reduction of 10*d.* a ton in the price of coal would cause any more to be consumed.

I have no desire to be examined by the Commissioners, nor have I any particular objection to giving my opinions orally if it be thought desirable that I should do so.

I have &c.

Jas. C. Traill, Esq.
Trades Unions Commission.

Thomas Wynne,
Inspector of Mines.

XI.—Memorial from the Law Amendment Society respecting a Public Prosecutor.

XI.—Memorial on the subject of a Public Prosecutor, presented to the Trades Unions Commissioners by the Society for Promoting the Amendment of the Law.

The Secretary of the Trades Unions Commission to the Secretary of the Law Amendment Society.

Trades Unions Commission,
1, Park Prospect, Great Queen Street,
Westminster, S.W.
13 November, 1862.

Sir,

Referring to my letter to you of the 20th March last, I am directed by the Commissioners to inform you that they have again taken into consideration the application made by you on behalf of the society which you represent.

They are not unmindful of the advantages which the receiving of a deputation, as requested by the society, might possibly secure; but they are of opinion that the object which your society have in view, viz., the bringing clearly before the Commission the question of a Public Prosecutor, and the means which such an officer would afford for the repression of trade outrages, will be more effectually attained if the Commissioners be furnished with a statement in writing, as full and explicit as possible, of the views of the members of your society upon that question. This statement can then be considered and discussed by them before they present their final report to Her Majesty, and can be appended thereto.

I am therefore to ask that the council of your society will be good enough to forward to me such a statement as the Commissioners desire, and am also to say that it is advisable that this statement should be sent in not later than the end of the present month.

I am, Sir,
Your obedient servant,
Ja. C. Traill,
Secretary.

G. W. Hastings, Esq.,
Honorary Secretary,
Society for Promoting the Amendment
of the Law.

A Memorial to Her Majesty's Commissioners on the Organization and Rules of Trades Unions and other Associations, from the Law Amendment Society.

1, Adam Street, Adelphi,
5th December 1868.

Sir,

The Committee of the Law Amendment Society, having considered your letter conveying to them the request of the Commissioners for Inquiry into the organization and rules of Trades Unions, that they would give the reasons, with special reference to trades union outrages, why they desire the appointment of a public prosecutor in England, have instructed me to make the following statement:—

The general subject is one which has for many years engaged the earnest attention of the society, and the committee wish, in the first place, to make some remarks upon it applicable not only to trades union offences, but to all other crimes.*

They cannot but look on the system of private prosecution as a remnant of that state of barbarism in which every man had to defend himself, by his own individual efforts, from attack and robbery. Instead of the duty of prosecution being cast on the person who has been injured, the committee regard this person, for reasons pointed out in the quotations given below, as the very worst to discharge it; while considering that he has no more chance than anyone else of suffering again from the particular offender, and that very possibly it is from the fault of the State in not providing a sufficient police force that he has suffered at all, he is the very man who can least reasonably be called upon to bear a new burden. The injustice and inconvenience inflicted on individuals by the present system, and the consequent reluctance to prosecute, no doubt often lead to the impunity of offenders; and it is probable that this is one of the causes of that increased prevalence of crimes of violence against person and property, which is now so loudly complained of by the public. The actors, indeed, may be comparatively few in number, and are often well known to the police; but against them, owing, in great part, to a want of a public prosecutor, with competent subordinate officers, the powers of the law, resistless as they would otherwise be, are now half paralysed.

In this view, as the Commissioners are no doubt well aware, the committee are far from standing alone; and they believe, indeed, that few who have studied the subject would express a contrary opinion. The appointment of a public prosecutor has been recommended on several occasions by high authorities. The Criminal Law Commissioners reported in its favour many years since, and cited the evidence of various witnesses of great weight in support of their recommendation.

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* A paper by Mr. Robert Stuart, Q.C., on this subject, contributed to the Society in 1864, and containing information of which the committee have availed themselves, is enclosed herewith.

Among others, the late Lord Denman (Eighth Report, Appendix, p. 211) stated as follows:

"Our procedure for the purpose of preliminary inquiry is open to great objection. The injured party may be helpless, ignorant, interested, corrupt. He is altogether irresponsible; yet his dealing with the criminal may effectually defeat justice. On general principles it would evidently be desirable to appoint a public prosecutor, and I have little doubt that such an officer might be invested with the necessary powers in such a manner as would be free from all reasonable objection, while it promoted the public interest by ensuring the discovery of truth."

Mr. M. D. Hill, Q.C. (Appendix, p. 210) remarked:—

"I think many prosecutions are instituted which would be avoided by the exercise of a sound discretion, and a long and extensive experience in criminal courts has confirmed me in the opinion that incalculable benefits would accrue from the appointment of public prosecutors."

The committee of the Justices' Clerks' Society (pp. 320, 321) express themselves very strongly as to the injustice and inefficacy of the present mode of bringing persons to justice for offences against individuals and against society, and recommend the appointment of a public prosecutor to superintend and regulate criminal proceedings through all their stages. They refer to the opinion of Lord John Russell, expressed when Home Secretary in 1839, and to the recommendations contained in the report of the County Rate Commissioners.

Mr. J. Pitt Taylor, in an article contributed to the "Law Magazine," and extracted in full (in one of their appendices) by the Commissioners, says of the existing system of private prosecution:—

"On the one hand, the accustorial duties are too often conducted in the worst spirit, and criminal courts of justice become subservient to the purposes of passionate, vindictive, and personal animosity; on the other, the most notorious offenders not unfrequently escape conviction from the ignorance, unwillingness, or negligence of the party injured, and the consequent failure of such proof as a little care might easily have afforded; or the ardour of the prosecutor is cooled, and the interest of the public betrayed, by the secret offer of some pecuniary recompense."

And the Commissioners remark (p. 24):—

"The entrusting the conduct of the prosecution to a private individual opens a wide door to bribery, collusion, and illegal compromises. Independently of these obvious objections attending such a course, it frequently happens that there is no person who can legally be called upon to prosecute, as in cases of homicide. The direct and obvious course for remedying such defects would consist in the appointment of public prosecutors, and on this subject we refer to the opinions stated in the Appendix."

A Select Committee was appointed by the House of Commons, in 1855, to report on the Bill introduced by the late Mr. J. G. Phillimore, Q.C., which had for its object the establishment of a system of public prosecution, and the evidence taken by that Committee showed that such a system had long been in existence in Scotland with complete success. Mr. Moncrieff, then Lord-Advocate, states:

"The system proceeds upon the principle that it is the duty of the State to detect crime, apprehend offenders and punish them, and that independently of the interest of a private party. The Scotch system acknowledges the right of a private party to prosecute, but the duty of a public prosecution is altogether irrespective of that."

The late Lord Campbell, before the same Committee, remarks:—

"I have considered the subject (of a public prosecutor) very attentively, with a view to see whether it was possible to introduce into England the system of a public prosecutor, which I know has been found so very beneficial in Scotland. In Scotland I have had an opportunity, from my own observation, of seeing that the system there established works admirably, both in the Court of Justiciary, the Supreme Court of Edinburgh, and the Assizes. I am in the habit of attending the Assizes there, and I see with my own eyes how the system works; and I confess I am of opinion that it works most admirably. I think that the prosecutions are better conducted in Scotland than they are in England, because I have observed that the cases are more carefully got up, and there are very few acquittals, although I see no improper convictions."

The present Lord Chief Justice of England, then Attorney-General, was also examined before the Select Committee, and gave strong evidence in favour of a public prosecutor. Among the results of his own experience, Sir Alexander Cockburn says, that cases are brought to trial which are only imperfectly got up, and they break down from want of some superintending and controlling power to get the evidence together and see that it is complete. He speaks of ill-advised prosecutions, which are often hazarded from inadequate motives. He also refers to cases of collusion and cases where the prosecution is stopped by hush-money, and concludes by expressing his opinion that it would be very desirable that there should be a public prosecutor, under whose sanction indictments should be conducted, and without whose sanction they should not be compromised.

It has been a subject of disappointment to the Law Amendment Society, that after the strong evidence which has thus been given (and they could adduce a multitude of other witnesses), in favour of a system of public prosecution, and the remarkable weight of the authorities in its support, no step has been taken by the Government to establish it in this country. The delay is the more surprising, as the advocacy of such an institution does not rest on theory alone, but on the fact of its proved efficacy in Scotland, as above narrated. The Committee, therefore, avail themselves with gladness of the opportunity to illustrate the need that exists for a public prosecutor by the example of the peculiar kind of offences concerning which it has been the painful duty of the Commissioners, in process of their business, to make inquiry.

It will be admitted that, if there be a necessity for a public prosecutor to bring to justice isolated offenders, and to deal with crimes of a private nature, much more is such an officer required to grapple with organised violence, and to protect peaceable citizens against the terrorism of numbers. In such cases all the usual difficulties which may beset an individual in conducting a prosecution, and consequently the incentives to inaction, are largely increased. If the burden of loss of time and money is found too heavy in ordinary cases, how much is added by the weight of personal danger, which, as the evidence taken by the Commissioners shows, is frequently incurred? It is too much to expect that any private person, and certainly any one of the weekly wage class, should venture on a prosecution, nominally, perhaps, of individuals, but really of a powerful society, possessed of funds and influence out of all proportion to his own. It has been established as a fact that atrocious crimes have been committed at Sheffield, and that no one has dared to bring the criminals to justice. Nay, more, owing to the impotency of the law in its ordinary course, the revelation of those crimes has had to be purchased at the terrible price of immunity for guilt, even for that of murder. The committee believe that such crimes would not have remained unpunished, and might have been fewer in number and less heinous in their nature if a public prosecutor had existed at Sheffield to enforce the law and protect the public.

The committee are supported in that belief by the experience of one of their members, Mr. Frederic Hill, who was at one time inspector of prisons in Scotland, and resided during a considerable part of his life in that country. He has pointed out* that the Scotch system of public prosecution has acted advantageously in checking outrages by trades unions; and that no such offence has been known at Glasgow for the space of five-and-twenty years, the last on record having been made, by the Procurator-fiscal in that city, the subject of a protracted investigation, which resulted in the trial, conviction, and imprisonment of the offenders. How much loss and mischief might have been averted if justice had, a quarter of a century ago, been similarly enforced at Sheffield!

The committee trust and believe that the outrages which have formed the subject of inquiry by the Commissioners have been confined to a few localities and trades; that the bulk of the working men who support trades unions throughout the country desire that these organizations should be used for legitimate objects only; and that they repudiate with indignation the wrongful use which has occasionally been made of the otherwise lawful power of combination. As an act of justice to the weekly wage class, it is consequently desirable that the full powers of the law should be employed to put down a class of offences which tend in the public mind to confuse the innocent with the guilty, and to implicate the honest many with a few criminal conspirators. But those full powers of the law can never, in the opinion of the committee, be adequately exercised without the creation of a public prosecutor.

The committee must add that such an officer would, if possible, be still more requisite in the analagous cases of intimidation, or other illegal acts, by combinations of employers against workmen. In many such cases none

* In a paper read to the Society, of which a copy is enclosed herewith. Of course Mr. Hill is alone responsible for the opinions and facts stated in this paper, other than the passage referred to above, which has been verified by inquiry.

L. Miscellaneous Papers.

XI.—Memorial from the Law Amendment Society respecting a Public Prosecutor.

but an independent prosecutor, backed by the authority of the State, could be expected to undertake criminal proceedings against the offenders.

For these reasons the committee submit to the Commissioners that the office of public prosecutor, beneficial as it would be in other respects, would be found peculiarly valuable for the repression of such outrages as have come under their notice, and of other crimes of a similar character; and the committee therefore venture to hope that the Commissioners will make a strong recommendation for the appointment of such an official without further delay.

I have the honour to be, Sir,
Your obedient servant,
G. W. Hastings,
Honorary Secretary.

The Secretary of the Trades Union Commissioners.

XII.—Mr. Campbell on the Reorganization of Trade Societies.

XII.—Letter from Mr. Alexander Campbell, Editor of the "Glasgow Sentinel," on the best means of Reorganizing Trade Societies under the Industrial and Provident Societies Act.

To J. C. Traill, Esq., Secretary of the Trades Union Commission, 1, Park Prospect, Great Queen Street, Westminster, S.W.

Dear Sir,

Referring to your letters of the 12th and 19th November 1868, directed to me by order of the Commissioners, as to the points on which I wished to give evidence, and their willingness to receive my evidence in writing on "The best means of reorganizing Trade Societies under the Industrial and Provident Societies Act, and as to the advantages, both to the societies and the public generally which may be thereby secured," I now proceed briefly to give my views and experience on the matters aforesaid.

Trades Unions a necessity of the Competitive System of Society.

From the evidence adduced before the Commissioners and from the general experience of the most intelligent and disinterested among all classes, the existence of trade societies are admitted to be necessary against the influence of capital in an overcrowded labour market, and against the debasing influence of *universal unregulated competition* among the workmen, themselves. In this war of individual and class interests, it must be admitted that during "strikes" by workmen and "lock-outs" by their employers, excesses have been committed by the workmen against those considered the rebellious of their own class, and also against the property and interests of their employers, while the master class have been equally uncharitable to each other, and in many instances relentless persecutors under bonds and penalties of the workmen, not only during their strikes and lock-outs, but long after they have ceased.

Trades unions, with few exceptions, have not been organized to originate and maintain strikes or to resist lockouts, although under a sense of suffering injustice and self-preservation they have done so to their own injury, and will no doubt continue to do so until a more rational *organization of labour* is adopted for the production and distribution of wealth, on the principle of co-operation, instead of buying cheap and selling dear, on the system of universal competition. Against which the Metropolitan Trades' Delegates issued the accompanying proclamation, (*see* p.), in 1852, and which was read in the House of Commons afterwards.

Trades unions are organized for the purpose of raising funds by the voluntary contributions of their members for their support when unemployed or unable to work from disease, accident, old age, or other cause of inability to labour, and for the burial of their members and their wives. Trades unions having such objects may therefore be justly considered and called "The Industrial Army of Great Britain and Ireland;" and as such ought to receive the special attention and protection of the Legislature and the Government.

Instead, however, of receiving that protection which from their intelligence, industry, and utilitarian position they are justly entitled to receive, they have been hitherto looked upon as the "*dangerous classes of society*," and condemned as outlaws, by the highest court in the land, as verified by the case "Hornby, appellant, *v.* Close, respondent," which was decided in the Court of Queen's Bench, on 16th of January 1867, before the Lord Chief Justice, Mr. Justice Blackburn, Mr. Justice Mellor, and Mr. Justice Lush, when the Lord Chief Justice said, "We cannot hesitate for "a moment in saying that we thought the magistrates "were right in holding that the society did not come "within the operation of the Friendly Societies Act so "as to give them jurisdiction. Supposing the main pur- "pose of the society were within the Act as being benevo- "lent, it would not merely by reason of one or two rules "going beyond that object cease to be a society, within "the Act; but here we find that the very purpose of the "society is not merely to carry out the objects of a benevo- "lent society, but those of a trades union. Under that "term may be included every combination by which men "may bind themselves not to work except under certain "conditions, and to support one another in the event of "being out of employment, in conformity with the views "of the majority. I am far from saying that a trades "union constituted for such purposes would bring the "members within the criminal law, but the rules are "certainly such as would operate in restraint of trade, and "would therefore in that case be unlawful, that is to say, "if a civil action was brought on any contract or obligation "arising out of the rules, they could not be recognized and "inforced in such action. Therefore, upon the same prin- "ciple, it was impossible to hold that the society was within "the Friendly Societies Act, first, because the objects are "not analogous to those of a friendly society, and next "because these rules though they may not be illegal in the "sense of being criminal are so far illegal that they are not "enforcible at law."

The other judges concurred; and thus the men with whom these societies entrust their funds are by the present state of the law encouraged and permitted to rob the members with impunity, merely because they are an organized but unregistered trades union, and therefore treated as aliens and outlaws, in the land of their birth, to whose wealth and fame they have contributed by their genius, industry, and patriotism—a state of the law which the writer hopes will be soon amended.

The Industrial and Provident Societies Act, 1867, a Remedy for the present unsatisfactory state of the Law respecting Trades Unions.

The Industrial and Provident Societies Act was first passed in the Parliamentary Session of 1852 for the special purposes of encouraging the working classes to invest their savings for improving their social condition by "carrying on "and exercising in common their several labours, trades, "and handicrafts," and any other business except banking and mining, and in so doing to have legal protection for their funds and all the benefits conferred by the Friendly Societies Acts. Since the first passing of the Act various amendments have been made on it, and in the Session of Parliament 1867, the restriction as to carrying on mining operations was withdrawn. Power was also given to purchase, hold, and sell land, houses, &c. As corporate bodies on the principle of limited liability guaranteed to the members by the society being registered. All the co-operative societies of the kingdom are now registered and transacting their business under its fostering protection, and the writer feels that the Act is specially applicable to trades unions, as will be seen by a reference to the Act itself. In fact, trades unions are real "Industrial Societies," as their first object is "to carry on their respective labours, trades, and handicrafts in common," and to regulate their business of wholesale and retail labour merchants, so as to secure the best price for their commodity, and the highest interest for their living capital, without any more restraint on trade than other merchants exercise in the disposal of their respective goods. And trades unions are certainly in the strictest sense real "Provident Societies," by subscribing funds to meet any contingencies which may arise in the course of their lifelong transactions and co-partnerships.

Reorganization of Trades Unions.

In making the change from the present unprotected condition of trade societies to that of legalized incorporations, under the Industrial and Provident Societies Act, no doubt a modification of their constitutions and rules will have to be made, but which alterations may be very easily done, and has been done by the writer for the "West of Scotland Painting Company," a copy of whose rules were registered

on the 16th July 1860, by A. Carnegy Ritchie, Esq., Registrar of Friendly Societies in Scotland.

The Act itself having been considerably improved since the above date, the rules herewith sent (*see* p.) are not to be considered as model rules, but merely to show that the trades unions are averse to strikes, and in favour of industrial co-operation, as will be seen by the following resolutions which precede the rules :—

" At a general meeting of the Operative House and Ship Painters' Society, held in their hall, 34, Hutcheson Street, Glasgow, on Tuesday 12th, and adjourned to the 16th and 19th June 1860, the following resolutions were first submitted by the executive committee, afterwards fully discussed and passed by a large majority of a numerous meeting, specially called for decision thereon.

" Moved by Mr. James Barlow and seconded by Mr. Daniel Aird :—That as compulsory cessation from work, whether by means of strikes, lock-outs, commercial stagnation of trade, or otherwise, is injurious to individual workmen, trades societies, and the public in general, the Operative House and Ship Painters' Society with a view to terminate their strike and prevent injury to their trade, now resolves to form themselves into an 'Industrial and Provident Association,' for employing the members and others, by carrying on, in common, the labour and business of house and ship painters; and in order to give practical and legal effect to their proceedings, it is hereby agreed to have the said 'Industrial and Provident Association' duly incorporated under the Act 15 & 16 Vict. cap. 31.'

" Moved by Mr. Alex. M'Taggart and seconded by Mr. Grahme Will :—'That for the purpose of immediately commencing the business of house and ship painters, it is hereby agreed to subscribe, and pay as required to the trustees of the said Industrial Association the sum of 200*l*.. as shares in the capital stock, which shares shall be held as invested for the benefit of the trade society, represented by 40 members elected for that purpose, holding stock to the amount of 5*l*. each, the interest of which to be paid to the Operative Painters' Protective Society.'"

The Painting Company carried on business successfully for some time, and were likely to succeed in establishing a good trade, although opposed by the entire influence of the masters, who when the strike terminated would not employ any shareholder in the Industrial and Provident Company, and as all were nearly so the members resolved to wind up the Company, so as to be again employed by their former masters. Since that time the coopers' trade union when " locked out " transferred a portion of their funds to a co-operative trades company ; their rules were also registered, and they are still doing business; and it appears to the writer that if the Commissioners will recommend in their report to Her Majesty that trades societies should be enrolled under the Industrial and Provident Societies Act, all of them would soon do so, and invest their surplus funds in the purchase of land on which to organize and establish self-supporting industrial colonies or colleges in which to carry on their respective labours, trades, or callings, and thereby put an end to strikes and lock-outs with their attendant evils of the war of classes, poverty, misery, and crime.

That trades unions and the working classes in general desire such a change is evident by the hundreds of co-operative societies which exist in various parts of the kingdom, the constitution and objects of which were described by the writer in a letter to Wm. Littleton, Esq., M.P., so far back as the 26th January 1831, of which the following is an extract :—

" These societies are generally composed of the working classes, and their capital is held in small shares payable by instalments, and is to be applied to the following objects : —the purchasing at wholesale prices such articles of daily consumption as the members require, and selling them at the usual retail prices, *adding all profits to the stock for the further object of giving employment to members* who may be either out of work or otherwise inefficiently employed, and thereby still increasing their stock to obtain their ultimate objects, namely, the possession of land, the erection of workshops and manufactories, comfortable dwellings, with asylums for the aged and infirm, and seminaries of learning for all, but more especially for the formation of a superior character for the youth of both sexes, upon the principles propounded by Robert Owen of New Lanark."

Following up this idea for the social elevation of the working classes in 1848, when the monarchial institutions of Europe tottered to their base, the Earl of Shaftesbury presented a memorial to the House of Commons representative of 200,000 working men of London in favour of labour representation, and suggested that a minister of labour be appointed with a seat at the Privy Council. That memorial also expressed in a respectful, but firm manner the sentiments of the working classes in respect to the possession of land, education, and currency, all of which subjects must be attended to before the population can be in a satisfactory condition to employ their skill, labour, and capital with profit, confidence, security, and justice.

" Continuance of employment " being considered " a leading principle " of the Society of Amalgamated Engineers, their rules state that " their organization is directed towards " the accomplishment of that end ; the time when we shall " remove the precariousness of our position and establish " the continuance of employment may be near at hand."

And with that view the society advertised for a prize essay in 1855, " On the best means of employing the sur- " plus funds in associative objects, and the manner by " which such funds can be safely and profitably in- " vested."

" The Flint-glassmakers' Society of Great Britain and Ireland " are now also raising funds to be applied in carrying on their craft on the co-operative principle, and other instances might be given, all tending to show that the trades unions of this country are desirous of changing their present policy of strikes to that of industrial co-operation.

The advantages to these societies and the public by this change of policy is self-evident ; in the first place, registration under the Industrial and Provident Societies Act, 1867, will at once give them security for their funds, and power to sue their members for arrears of contributions, fines, &c. As corporate bodies they can carry on any business to employ their members, and thus obtain a profitable return for their capital and labour. The rights and property of individuals are also secured under the Act, as well as those of the incorporations, and it must be apparent that such an improvement in the social condition of the industrious classes must be equally beneficial to the public at large, by the preservation of order, promotion of provident habits, and regular employment, and consequently less poor rates.

The returns required to be made yearly to the registrar, and by him to the Government, in accordance with the Industrial and Provident Societies Act, will make known their numbers, their income, and expenditure for all the purposes of the respective societies, and the amount of capital possessed and invested by each, and thus guarantee security, peace, and prosperity to all.

Much more may be adduced in favour of the change proposed by entering into details as to the mode of effecting the change in the constitution and laws of trades unions, but it is only necessary at present to observe that a uniform code of rules for registration may be easily adopted for the government of these societies under the Act, leaving each society to add such other rules as may be thought best for its own internal management.

Should the commissioners require any further information or explanation on this important subject, I shall be glad to do so to the fullest extent in my power, either by writing or examination before them.

I am, &c.

Glasgow Sentinel Office, 25th Novr. 1868. ALEXR. CAMPBELL.

Enclosure No. 1 in the foregoing.

CONSTITUTION and RULES of the WEST of SCOTLAND PAINTING COMPANY, incorporated under the Act 15th & 16th Vict. c. 31.

CONSTITUTION.

THIS company is established for the purpose of promoting the social improvement of its members and others, by raising a joint stock capital in shares, which shall be disposed of as funds may be required, and also by accepting loans, voluntary subscriptions, donations, and such portion of the profits of any business carried on by the company, as may from time to time be added to the capital by consent of the members. Which funds shall be applied for the various purposes of the company, and the necessary expenses incurred, or which may be incurred, for " Carrying on and " exercising in common the several labours, trades, handi- " crafts, and professions " of house and ship painters, gilders, decorators, and paperhangers, or in any of these several labours, trades, handicrafts, and professions, respectively to employ the members of the company and others according to the provisions of the Act 15th & 16th Vict. cap. 31., herein-after recited in the following rules, which have been duly certified by the registrar appointed for that purpose.

RULES.

Rule I.—Registration of members; entry money; name of company; place of meeting; chief office; and power to form branches.

This company shall be composed of operative painters, and other persons whose names are registered on the list of shareholders, and who conform to the rules made or to be made, for the realization of its objects. On the acceptance of any applicant for membership, and the payment of one shilling entry money per share, his name shall be entered on the list of members, and he shall receive a copy of the rules, with certificate of membership.

The company shall be called, and all its proceedings conducted under the title of "The West of Scotland Painting Company;" and its chief office shall be at 34, Hutcheson Street, Glasgow, where its books, securities, and other documents shall be kept.

When the directors shall establish a branch in any other locality, then an office may be opened under the direction of proper agents in such locality to transact the business of such branch with the chief office.

Rule II.—Members and others employed to receive Wages and participate in Profits.

All members of this company, when employed to perform any work or service on account of the company, shall from time to time receive such wages or salaries as are payable in respect of such work or service, according to the scale of payment fixed by the directors or managers, herein-after mentioned for the work or service done on account of the company. And any person not a member of the company may be employed as a hired workman on account of the company, so that such person shall receive the same payments as a member of equal skill for the same sort and amount of work; and on any division of profits, the same sum as he would be entitled to for such work, if a member.

Rule III.—Capital to be raised in Shares.

The capital of this company shall be raised in shares of 1*l.* each, which shares shall be issued from time to time as funds are required, and shall not be transferable, but shall accumulate or be employed for the benefit of the member, or of the wife, children, kindred, or nominee of such member. Every member must hold at least one share, and shall pay it by instalments, as the directors may determine, and shall receive each year out of the surplus receipts of the company, after providing for the expenses thereof, a dividend after such rate, not exceeding five per cent. per annum, upon every paid up share, as shall be declared at the half-yearly meetings of the company herein-after mentioned; no member shall hold more than 100 shares in the capital of the company; and the amount of the share or interest in the funds to be held at any one time by, or in trust for any one member of the same or any person claiming by or through him.

Rule IV.—Directors may obtain Loans.

The directors herein-after mentioned may obtain by way of loan from any person, whether a member or not a member of the company for the purposes thereof, from time to time on the security of bonds, promissory notes, or bills of exchange, duly signed by two of the directors and the secretary of the company, herein-after mentioned for the time being, such sum or sums of money, not exceeding four times the amount of the subscriptions of the members for the time being (stated by a declaration under the hands of the trustees of the Company, and being duly certified by the Registrar of Friendly Societies to have been paid up), at such rate of interest, not exceeding 6 per cent. yearly, and subject to such provisions for repayment as are agreed upon on such advance; and all moneys so secured shall be payable in the manner mentioned in such bond, note, or bill, and be enforceable against the Company in manner provided by these rules; and all documents, purporting to be instruments so executed as aforesaid, shall in all claims thereunder, be taken to have been executed by persons authorized to execute them under these rules, unless the contrary is proved.

Rule V.—Division of Profits.

The net profits of any labour or business carried on by the company shall, once in every year, after paying or providing all sums due in respect of any materials, work or service bought or done on account of the company, and of any award made for any invention or improvement assigned to it, and of any contract entered into on behalf of the company as herein-after is provided, and of any loans made as aforesaid, and of such dividends upon the subscribed capital as last aforesaid, be applied by direction of the ordinary half-yearly meeting thereof, herein-after mentioned as follows, that is say, such profits not less than *one-third thereof shall be divided among the members*, and such other hired persons (if any), as have done any work or service on its account, during the period in which such profits have been earned, in the proportions herein-before provided, and the remainder of such net profits, shall be appropriated as a reserve fund or as such meeting shall determine.

Rule VI.—Number and Power of Directors.

There shall be 13 directors of the company, to be appointed and removable as herein-after provided; and such directors shall have the appointment and control of the managers to be employed, and of the rates of salaries and wages to be paid, in any business or branch under their control; and the managers and others appointed by the said directors shall have such powers and functions as they assign to them from time to time.

Rule VII.—Members bound to fulfil Contracts.

All members of the company shall be bound to all contracts entered into by the directors of the company for the time being in its name, and for any purpose relating to any labour or business carried on, or intended to be carried on by it. And all persons claiming, under any contract binding on the company, shall have such remedies for enforcing the liability of the members of the company thereunder, in the event of a deficiency of the assets of the company, as provided by these rules, and the signature of the secretary of the company for the time being to any contract, shall be conclusive evidence in all claims made *bonâ fide* thereunder, that the same was entered into in manner required by the rules of the company.

Rule VIII.—Liability of Members for Subscriptions, &c.

All sums due from any member, or other person under the provision of these rules, on account of subscriptions, debts, or other sums of money, shall be recoverable from him, his executors or administrators, by legal proceedings, as a debt due to the company.

Rule IX.—Conditions on which Members may withdraw.

Any member who has paid up all his subscriptions may withdraw from the company, on giving notice to the secretary of his intention in writing; and any member may withdraw or be excluded, without paying up all his subscriptions, with the consent or order of the directors; and every member who is excluded as herein-after is provided, or withdraws, shall receive payment of the capital advanced by him, with the arrears of interests and profits (if any) due at the time of his exclusion or withdrawal, within six calendar months from that time, unless the state of the claims upon the company at the time of such exclusion or withdrawal render the repayment of such sum dangerous to the interests of the creditors of the company, in which case such payment shall be deferred until the same can be made without detriment to such interests; and the decision of any question as to whether such payment can be made with safety shall be determined by the trustees of the company, upon an inspection of the accounts, and such determination shall be final and binding on all persons entitled to receive such payments.

Rule X.—Conditions on which the Capital and Interest of Deceased Members may be transferred.

If any member dies intestate, leaving a widow, the directors shall repay to her the capital subscribed by such member, with all arrears of dividends thereon, within two calendar months after they receive notice of the death of such member, in case the shares as to which such member so dies intestate are less than three, and within one additional calendar month for each such share above two; and in case the member so dying shall not leave a widow, but shall leave any child under 21 years of age, the directors shall, within such time as aforesaid, either pay such moneys to such child or children, and if more than one, equally, or apply the same for their benefit; but if such a member shall not leave a widow, or child under 21 years of age, the directors may pay all moneys due in respect of such shares to any persons who would be entitled to a share of the estate of the deceased member, under the statute for distribution of the property of intestates. And if any member dies leaving a will, the directors shall, on production of the probate, or letters of administration of such will, pay over such moneys to the

executors or administrators of such will, within such time as aforesaid after they receive notice of the death of the testator.

Rule XI.—Appointment and Duties of Auditors.

There shall be two auditors of the company, to be elected by the members at the first half-yearly meeting in each year, who shall be eligible for re-election.

The directors shall cause the accounts of all business carried on on behalf of the company to be regularly entered in proper books, and shall cause a statement of the account of the company with all necessary vouchers, up to the end of the months of June and December in each year, to be made out and laid before the persons appointed to audit the same, not less than 10 nor more than 15 days before the day appointed for the half-yearly general meetings of the Company, as herein-after mentioned, and shall lay before each such meeting a balance sheet of the receipts and expenditure, and also of the assets and liabilities of the company, signed by the auditors, with a statement of the affairs of the company since the last ordinary meeting, and of their then condition; and the auditors shall make to such meetings a report upon the balance sheet so laid before them, and in case they do not adopt the same, or any part thereof, shall specially report thereon to such meeting; and every such balance sheet, signed by the auditors, after it has been approved of by any such meeting, shall be binding upon all the members of the company, unless as to any error exceeding 10*l.*, discovered within one calendar month thereafter, and the books of account of the company shall be open to the inspection of any member thereof, at all reasonable time during one calendar month after each such meeting.

Rule XII.—Disputes to be settled by Arbitration.

If any dispute arise between any member, or person claiming under or on account of any member, and the trustees, directors, or other officer of the company, it shall be referred to arbitration, under the 13th and 14th Vict. cap. 115, sec. 23, for which purpose, at the second meeting of the company after these rules are certified by the registrar, five arbitrators shall be named and elected, none of them being directly or indirectly beneficially interested in the funds of the company, and in each case of dispute the name of the arbitrators shall be written on pieces of paper, and placed in a box or glass, and the three whose names are first drawn out by the complaining party, or by some one appointed by him, shall be the arbitrators to decide the matter in difference. In case of a vacancy, another arbitrator shall be elected by the first half-yearly meeting thereafter.

Rule XIII.—How the Company may be dissolved.

The company shall be dissolved in either of the following events, namely:—

Either by a resolution of two special general meetings, of the company, held at intervals of not less than 10, nor more than 30 days, summoned either by the directors or by any 20 members of the company, in manner directed by the directors and by a majority of at least three-fourths of the members present at such meeting, and holding between them not less than five-sixths of the subscribed capital of the company; or in case any person shall obtain an order from any court against the trustees of the company for payment of any debt due to him from the company, and the trustees shall not, within six calendar months thereafter, pay or give sufficient security for payment of such debt, or take proceedings to appeal from such order, and on the dissolution of the company all the property thereof shall be applied, in the first place, in payment of all claims thereon arising in the course of any business carried on on its account, and in the second place, in payment of all arrears of salary or payment for work (if any) due under the provisions herein contained, and in the third place, in payment of all the capital contributed by way of loans under the provisions aforesaid, and all arrears of interest (if any) thereon, according to the respective priorities thereof, and in the last place, in the repayment of all sums advanced by way of subscriptions as aforesaid, and the surplus (if any) of such property shall be applied by the trustees, for the time being, of the company to such charitable or public purposes as they may think fit; and if such property prove deficient to discharge all such obligations, as aforesaid, the directors, or on their neglecting so to do for two calendar months after such dissolution, the trustees of the company at the date thereof shall make out a list of the sums which the then members of the company, and all persons who have been members thereof within the two years then last past, ought to contribute to make good such deficiency, taking into consideration the sums paid and received by all such persons respectively, on account of the company, while they have been members thereof; and if any person do not contribute according to the quota fixed by such list, the question whether he is not equitably bound so to do, shall be considered to be a matter in dispute between the members of the company within the meaning of these rules, and may be referred to arbitration, either by such members or directors, or the trustees under the powers aforesaid.

Rule XIV.—Government of the Company.

The supreme authority to regulate all the affairs and manage the business of the company, according to the rules thereof, shall be vested in the general meetings of the members.

The half-yearly general meetings of the members shall be held on the first Wednesday in the months of July and January in each year.

A special general meeting of the company may be convened by the directors, or by any 15 members, by a notice in writing, signed by the parties convening the meeting, and specifying the time and objects thereof, to be advertised three clear days at least before the meeting. No other business can be transacted at any such meeting than the business specified in the notice convening it.

All general meetings shall be held at the chief office of the company, or at such other place as the directors from time to time shall determine; and no meeting of the company shall proceed to business, unless at least 20 members of the company, entitled to vote thereat, be present within one hour after the time for holding the meeting: otherwise such meeting, if it be the half-yearly meeting of the company, or a special general meeting convened by the directors, shall stand adjourned till that day week, but if it be convened by notice from the members, shall be absolutely dissolved; but any meeting may adjourn from time to time, for any period not exceeding seven clear days, and no meeting shall be rendered incapable of transacting business by the want of a quorum, after the chair has been taken.

Any general meeting may pass or alter byelaws consistent with the rules of the company for the time being, provided that notice of the laws intended to be so passed or altered has been publicly advertised seven clear days at least before the day of such meeting, or otherwise given in such manner as any general meeting of the company from time to time directs; and all laws so passed, and all alterations so made, when certified by the Registrar of Friendly Societies, shall bind all members of the company for the time being.

At all meetings of the company, each member shall have one vote, those having 10 shares two votes, 25 shares three votes, 50 shares four votes, and 100 shares five votes. The president of the company shall be chairman at all meetings, or in case of his absence, then one of the directors shall take the chair, but shall not vote unless the votes are equal, in which case he shall have a casting vote. Each question shall be decided in the first instance by a show of hands, unless 15 members present demand a poll, in which case it shall be so determined. No proxies shall be admissible.

Rule XV.—Election, Powers, and Duties of the Officers of the Company.

At the first meeting of the company after these rules are certified by the registrar, there shall be elected, by a majority of the members then present, 13 directors, from whom shall be chosen three trustees, a president, and treasurer; and these directors shall all continue in office until the first half-yearly meeting of the company, unless previously removed by a resolution of two-thirds of the members present at any meeting called for that purpose, by notice given herein-mentioned of making new rules; and at every yearly meeting one-third of the directors shall retire by rotation, and other directors shall be elected in their places, the previous directors being always re-eligible, and in default of any such election or appointment, the directors last appointed shall be considered as again appointed, and at such meeting any vacancy among the directors shall be filled up. Any vacancy occurring in these offices previous to such yearly meeting, shall be filled up by the directors. Every resolution appointing a trustee shall be sent to the registrar of Friendly Societies, under the hands of two directors, and signed by each trustee, and countersigned by the secretary, pursuant to the 13th and 14th Vict. cap. 115, sec. 23.

The directors shall meet as often as they think fit from time to time to determine, and five shall be a quorum. The president, if present, shall take the chair; in his absence the directors shall elect a chairman. Minutes of the pro-

ceedings of each meeting shall be kept as herein-after provided, and signed by the chairman, who shall vote as a member of the directory, and also have a casting vote in cases of par.

The trustees shall do and execute all the several duties and functions delegated to them by the statutes relating to Friendly Societies, unless otherwise herein provided for; and each trustee shall be entitled, at all reasonable times, to examine the books of account, and documents relating to any business carried on on account of the company, and to take copies of the same, or any part thereof.

In case any trustee, being removed, refuses or neglects to assign or transfer any property of the company as the directors direct, he shall (if he be a member) be expelled from the company, and shall cease to have any claim on the company on account of any contributions paid by him.

The secretary shall give his attendance at all meetings of the company and directors; he shall record correctly the names of the directors present at their meetings, and the minutes of their proceedings, which he shall transcribe into a book to be authenticated by the signature of the chairman, as the proceedings of the meeting; he shall also countersign all contracts required by the rules, to be approved of by the directors, on account of the company in authentication thereof, and all instruments issued as hereby is provided, receive proposals for admission and make demands for payments of every description according to the rules; he shall keep the accounts, documents, and papers of the company in such manner as the directors appoint; and shall prepare the annual and other returns, required to be sent to the registrar of Friendly Societies. The Secretary shall on all occasions, in the execution of his office, act under the superintendence, control, and direction of the directors, and *sue and be sued in the name of the company.*

The treasurer shall be responsible for such sums of money as are, from time to time, paid into his hands by any person on account of the company; and shall pay such moneys in such manner as the directors shall determine.

The treasurer and every person appointed to any office, touching the receipt, management, or expenditure of money for the purposes of the company, shall, before entering upon the duties of his office, give such security, pursuant to such statutes relating to the Friendly Societies, as is thought sufficient by the directors for the time being.

At any half-yearly meeting of the company the majority of the members present may assign to the directors, and auditors, such remuneration as seems to them desirable.

Rule XVI.—Mode of conducting Business.

All moneys received on account of contributions, loans, donations, or otherwise, shall be paid to an account to be opened with some bank, selected by the directors, in the name of the company, unless the finances of the company are too small to allow of such an account being kept, in which case, they shall remain in the hands of the treasurer, and all such moneys shall be applied towards carrying out the objects of the company according to the rules thereof: and so much of the funds of the company as are not wanted for immediate use, or to meet the usual accruing liabilities under the provisions aforesaid, shall, with the consent of the directors, be invested by the trustees on such of the securities authorized by the statutes relating to Friendly Societies, as the directors direct from time to time, by their direction be sold out, and the proceeds thereof applied to meet the engagements of the company.

Rule XVII.—Rights and Liabilities of Members.

The directors shall from time to time entertain proposals brought before them by any member of the company or other person, in respect of any invention or improvement relating to any business carried on, or to be carried on, by the Company, and shall adjudge to each such person, upon the execution by him of a proper assignment or license of such improvement or invention to the directors, for the benefit of the company, such remuneration as, in their judgment (regard being had to the state of the funds, and the value of the invention or improvement), seems reasonable, and may, if they think fit, reserve any such compensation for further recompense or reconsideration, and all sums so adjudged shall be paid out of the funds of the company to the member or other person to whom the same are adjudged as the directors direct.

Rule XVIII.—Alteration of Rules or Place of Business.

No new rule shall be made, nor any of the rules herein contained, or hereafter to be made, shall be repealed or altered, except by a vote of the majority of three-fourths of the members present at a general meeting of the company, to be called by the directors or members herein-before mentioned, setting forth such new rule or alteration, and notice of holding such general meeting shall be given to the members by public advertisement, setting forth such requisition, and the day of holding such meeting for six weeks next before such general meeting; and the rules relating to the dissolution of the company shall not be altered, except by such votes as would suffice, under the said rule, to dissolve the company; and a copy of all such new or altered rules shall forthwith be sent to the Registrar of Friendly Societies for his approval, signed by the secretary and two of the directors; and no such new or altered rule shall be of any force until the same has been certified by the registrar.

In case of any alteration in the chief office, or dissolution of the company, notice shall be given to the Registrar of Friendly Societies seven days before or after such removal or dissolution, signed by the secretary, and by two or more of the directors.

Rule XIX.—Construction of Rules.

In construing these rules, words importing the masculine gender shall be taken to apply to women as well as men; and words importing one person or thing only shall be taken to apply to more than one person or thing; and words importing a trade shall be taken to imply all the branches of that trade unless there is anything in the context to prevent such a construction.

JOHN DUNCAN,
Secretary.

Edinburgh, 10, Albany Street,
16th July 1860.

I hereby certify that the foregoing rules of the West of Scotland Painting Company, at Glasgow, in the county of Lanark, are in conformity with law, and with the provisions of the Act of Parliament 15 & 16 Victoria, cap. 31. "The Industrial and Provident Societies Act, 1852."

A. CARNEGY RITCHIE,
Registrar of Friendly Societies in Scotland.

A copy kept.—A. C. R.

Enclosure No. 2.

PROCLAMATION of the WORKING CLASSES of GREAT BRITAIN.

FREE TRADE *versus* PROTECTION.

WHEREAS, a notice of motion has been given and a resolution placed on the Journals of the House of Commons by Mr. Villiers, seeking to pledge the Legislature to an unqualified approval, and a further extension of the miscalled FREE TRADE POLICY, otherwise UNRESTRICTED COMPETITION. And whereas, it is desirable that publicity should be given to the real and deliberate sentiments of the working classes in respect to the effects of that policy on their interests. Now, be it known that at a large meeting of the working classes convened to discuss the relative merits of FREE TRADE and PROTECTION, the following resolutions were unanimously adopted, viz. :—

"1. Resolved—That the science of political economy as now taught, believed, and practised by those who advocate 'cheapness,' by means of unregulated universal competition, miscalled 'Free Trade,' has a most pernicious effect on the minds and actions of statesmen, is destructive of honest dealing, subversive of morality, ruinous to the national resources and character, tending to slavery, murderous in its operations on humanity, and, therefore, ought to be entirely abandoned.

"2. That the principle of protection to humanity, to the products of labour, land, and capital in Great Britain and her colonies, is the true basis of political and social economy calculated to give employment and fair remuneration for labour, profit on capital, promote the development of the national genius, energies, and resources, and thereby secure the peace, prosperity independence, and happiness of the whole British empire.

"3. That this meeting sympathises with all who are suffering under the miscalled 'Free Trade' policy, and hails with great satisfaction the efforts now making to reverse the present system of universal competition, and the introduction of a sound practical protective policy for native industry and capital, and will cheerfully co-operate with all classes to obtain legislative enactments for its realization."

These resolutions being founded upon the following

ADDRESS OF THE METROPOLITAN TRADES' DELEGATES,

"Fellow countrymen, as it is now admitted by all classes that labour is the source of wealth, it evidently follows that the prosperity and independence of Great Britain and her Colonies will be best promoted by employing and protecting the greatest number of a healthy, industrious, intelligent, and moral population, that can be educated and comfortably maintained by their own industry; therefore it should be the first and most important duty of a wise Government to adopt such measures as will best secure employment to the entire population, and for their labour an abundance of the necessaries and comforts of life. We therefore fearlessly assert that the UNRESTRICTED FOREIGN CHEAP LABOUR POLICY which has been for a series of years encouraged by the Legislature of the kingdom, and greatly extended by the late Parliament, is *theoretically wrong*, and under the existing constitution of society *practically injurious to the working classes*, by compelling them to enter into STIMULATED, UNREGULATED, AND HOPELESS COMPETITION, at home and abroad, which IS *opposed to independence and happiness dangerous to the country, and destructive to the general prosperity of the whole British people.*

"While reiterating the opinion which we formerly expressed against the present unfair system of RECKLESS COMPETITION, called FREE TRADE from which its advocates promised so much good, especially to the working classes, but which has only proved 'a mockery, a delusion, and a snare,' we will not now impute blame on account of the experiment; nor do we desire to awaken in your minds angry feelings or enmity against any class of legislators or politicians: but we boldly call upon you to demand from any party that may hold the reins of office, *a protective policy for native industry*, against unfair competition, so that you may be enabled to LIVE BY YOUR LABOUR, and give a rational, practical, and useful education to your children, without which the security and prosperity of the empire are impossible.

"Signed on behalf of the Metropolitan Trades' Delegates,

"ISAAC WILSON, Chairman,
"AUGUSTUS E. DELAFORCE, Sec."

London, 19th Nov. 1852.

Enclosure No. 3.

CONDITIONS of INDUSTRIAL SUCCESS: a Paper ordered to be read at the Fourth Annual Meeting of the National Association for the Promotion of Social Science, at Glasgow, September 25, 1860, by A. CAMPBELL.

The Cry of the Masses.

"Let us work, give us the means of creating wealth for ourselves; make laws by which we can associate for that purpose so that the taxes which are now required for our maintenance in ignorance and crime may not be required; that we may become an industrious, an intelligent, a moral, an independent, and happy people. Such again we repeat is the spirit of the age, and woe be to those who will dare to intercept its progress."—*Citizen of the World*, July 28, 1849.

The Advantage of Good Laws.

In discussing any subject connected with the social and industrial conditions of society, it very desirable to ascertain correctly the real sentiments of those whose character and condition, either individually or nationally, it is proposed to improve. With a view to that end the above quotation is given from a representative organ of the working classes, and which has, to some extent, been realized by the legislature passing in 1852 the "*Industrial and Provident Societies Act*," with its subsequent amendments. The beneficial results of which Act have been made apparent by the extraordinary success of the co-operative societies in Rochdale and other parts of the kingdom, giving unmistakable evidence of the determination of the productive classes to raise themselves in the social scale, and also showing that *good laws*, such as the Act referred to, are among the first and most influential conditions of industrial success.

Industrial Power of the Nation.

In respect of these conditions, nationally considered, it is requisite not to overlook the immense power obtained from scientific discoveries and mechanical inventions brought into operation within the last century, which have been calculated by social economists to exceed the labour of *one thousand million of men*, or equal to the produce of 33 slaves working for every man, woman, and child of the 30,000,000 of a population now inhabiting these islands. And it may be added that no assignable limit can be made to these gigantic powers in aid of our National Industral success.

Under the present individual system of industrial and commercial *competition* and its consequent *anarchy*, the enormous scientific power of the country is not only made the means of individual privation and suffering, but also of national distress and commercial ruin, as may be daily witnessed in the *unwilling idleness* and miserable wages of thousands of men, women, and children, employed in many branches of industry, also in the ruinous "strikes," "lock-outs," and in the periodic stagnations of trade and commerce even to a violation of the currency law by the government on several occasions, in order to save the country from individual and national bankruptcy.

Evils of Industrial Competition.

To avoid some of the evils of unregulated industrial competition to which the productive classes are subject, they resorted many years ago to the formation of unions for mutual protection against the powers of capital and competition of machinery; against those unions oppressive laws were enacted, and severe punishments inflicted, but such irrational measures only caused the unionists of those times to adopt secret organizations, the members of which were bound by oath to each other to perform the duties imposed on them for mutual protection. Happily, however, for the promotion of social science and industrial progress the oppressive laws against the combinations of workmen were by the indomitable perseverance of the late Joseph Hume, M.P., modified in favour of the unionists. Since then, acts of violence during "strikes" and "lock-outs" have gradually ceased, and new organizatious have sprung into existence in almost every part of the United Kingdom, governed by rules, their business openly and orderly conducted, in many instances inviting the reporters of the newspaper press to their meetings, and even a number also publish the reports of their proceedings in their own magazines, journals, and reports.

Notwithstanding the laudable efforts of the productive classes to improve their social condition by the means referred to, it is much to be regretted that the capitalists or employing class, with some honourable exceptions, consider the unions of the workmen as injurious to their interests, and consequently have made many efforts to break them up by means of "odious documents," "strikes," "lock-outs," and other restrictive and prohibitory regulations in their works, shops, and factories.

Trades Unions necessary.

The unions of the working classes being, however, conducted by the most intelligent and industrious of their respective trades and profesions, their members have generally the highest wages, while those trades not in union. and even individuals not members of their own associated trade, have less wages, and are subject to many privations and insults, from which associated workmen are almost entirely exempt.

Objections to Trades Unions.

The general objections by the employers of skill and labour, against the workmens' unions are that they interfere in the management and conduct of their business, such as limiting their hours of work, restricting the number of apprentices, and fixing the rates of wages without reference to individual abilities or the law of supply and demand.

Reply to Objections.

The answer of the united workmen to these objections are:—"We cannot, as individuals, contend with your "capital; and experience demonstrates that you take "advantage of our individual necessities, obliging us to "submit to an arbitrary reduction of wages, and other dis-"advantages. We are therefore resolved, by union, to "regulate the conditions on which we are willing to work, "and have determined that our wages shall be *not less than* "*a given sum* per day, per hour, or per week, for average "workmen when working by time, and for such prices as "we have determined when working piece work. We have "also determined that our day or week's work shall not "exceed on an average eight hours per day, except in cases "of necessity, when for such overtime, extra prices shall be "paid; and we further object to employers taking more

" apprentices than we have determined to be consistent to " the keeping of a regular supply of hands in the trade, " because an unlimited number of apprentices throws more " men into our trade or profession than can find regular " employment, and thus cause the members of our union to " be heavily taxed for their support, or otherwise compel " them to tramp from place to place 'begging leave to toil,' " to the evident injury of the trade, and their own degrada- " tion; and another reason we have against an undue num- " ber of apprentices, is that you have no right to ask us to " communicate *our skill to your apprentices*, as the result " will be to prematurely supersede us in our employment, " as in most trades young men are preferred to those above " 50 years of age.

Reasons for Eight Hours' Work per Day.

" And, lastly, we object to work more than eight hours per day on an average, because that extent of labour is as much as our physical powers will sustain in healthful vigour, and because time is required with our families and friends, to cultivate the social affections, mental improvement, and recreation; and because eight hours' manual labour per day with the aid of our scientific inventions will enable us to produce far more wealth of every kind, than profitable markets can be found for, or our present wages and other restrictive conditions will allow us to consume."

In fact the members of trades' unions consider they have equal right to dispose of their skill and labour, " to carry on " their respective trades, professions, and labours, in com- " mon," as landlords, merchants, manufacturers, and bankers, have to dispose of their various kinds of property, and as workers have a right to state their own terms.

From these statements it is distinctly proved that in the estimation of the most intelligent and skilful workmen, trades' unions are the necessary results of the past and present system of *unregulated* industrial and commercial *competition*, and are indispensable conditions for their individual and united industrial success, which may be further demonstrated by the principles and objects of several of the best organized trade societies, one of which will now be more particularly referred to as a sample, viz., *The Flint Glass Makers' Friendly Society of Great Britain and Ireland.*

Flint Glass Makers.

" The object of this society is to raise, by subscriptions " among the members, funds for their mutual support, in " case of being out of work, and for the support of the old " and infirm." And "no man to be allowed to enter this " society who has not served an apprenticeship to the blow- " ing and press department of flint-glass making"—and their other rules set forth the rights and duties of members, in respect to entry money, weekly contributions, fines, employment and remuneration.

From the following quotations from their magazine, it will be observed that the society has, under various constitutions, existed for upwards of 50 years, during which time " it has passed through seasons of trial, adversity, change, " and improvement, and that " to the establishment of the " magazine and the annual conference, may be attributed " mainly our present improvement and dignified position " —" For we can now (1857) speak with no vain-glorious " feeling of our bankers, our thousands and our credit "— " And what we think is an honourable, we can refer to many " more thousands that have been paid away to our unem- " ployed, who, had it not been for the valuable assistance " our society affords, would probably have been reduced to " beggery and pauperism."

" So that looking at our society in a broarder and more " social light, we are entitled to the sympathies of an en- " lightened public, because our own and other kindred " societies most materially lighten the burthens of the poor " house, and thereby confer a disinterested benefit on all its " supporters." And the directors appeal to every young man in the trade to improve his mind and his pen, to follow those pursuits only which will better their condition in the scale of society, and to "avoid three things which have " ruined millions, viz., bad company, gambling, and the " tavern, which add a terrible climax of woe and suffering " to its miserable victims."

In 1857 the number of members in 23 branches throughout the kingdom was 1,174,* and the cash in hand at that time 2,834*l.* 7*s.* 9*d.*

In the course of the following year (1858) a misunderstanding arose between the society and two manufacturing firms in the midland district of England respecting the mode of employment, which resulted in a " lock-out " and the formation of a masters' union entitled the "*Midland Association of Flint Glass Manufacturers,*" who adopted a code of laws for regulating the employment of men and apprentices (altogether ignoring the workmen's society) on the principle that " all employment of labour shall be thoroughly at the option of each individual member of the (masters') association," which rule was in direct opposition to the Operative Flint Glass Makers' Society, and led (with few exceptions) to a general " lock-out " of its members, and the suspension of the society's magazine for nearly nine months.

From the following report of the society's income and expenditure during one quarter of the "lock-out," an estimate may be formed of the resources and advantages of such societies.

	£	s.	d.
August 28th, 1858, Cash on hand -	2,352	0	7
February 26th 1859, Subscriptions	1,532	4	0
	4,884	4	7
Total expenditure paid to unemployed, "locked-out," and superannuated members for quarter ending February 26th 1859 - - - -	0,641	1	4
Balance in hand - -	£1,243	3	3

As it became evident to the society's Central Committee that another quarter's similar income and expenditure would absorb all their available funds, and leave them in debt, they adopted the means usually resorted to by the Government, the Bank of England, and other extensive companies, of issuing "*promissory notes,*" based on their capital, credit, and income. Those notes were for five shillings each, payable to the members to whom they were issued or to "bearer," and bearing interest till paid at the rate of five per cent. per annum. This wise expedient answered admirably the purpose intended, the notes were taken by the members in payment of their aliment, and according to their necessities endorsed to other parties, at a discount at first, but they gradually rose to par as the prospect of an early settlement of the "lock-out" became apparent; which was happily effected by a conference between the representatives of the employers and the employed—the workmen maintaining their original position in respect to the disposal of their skill and labour, with some slight modifications of their rules.

The whole amount of the "promissory notes" issued was about 2,000*l.*, which with interest were all honourably paid shortly after the termination of a struggle, which, to use their own words, was " long, exciting, fierce, and terrible—a contest on which was depending our very existence."

Results of the Lock-out.

It may now be asked what have the Flint Glass Makers gained by their loss of capital and suffering? The reply is that they have maintained the unity of their trade, increased their number, and have established confidence among their own members, and between the society and the employers; and while they can state that " they owe no man anything," they have again their thousands of pounds in bank, to support each other under any contingency in life or death which may occur. They also limit the number of apprentices to the demand for men in the trade, so that they have rarely any surplus hands and therefore no idle men, as formerly used to be the case, tramping the country, with forlorn aspect, seeking for work, from factory to factory.

If members are out of work from ordinary causes, their names are placed on the roll, and receive as a right, not as a charity, ten shillings weekly according to rule. " If they leave work on account of oppression," they receive fifteen shillings per week from the society, and their shopmates voluntarily make up the balance of their former wages, as it is a principle of the Flint Glass Makers that no individual should be allowed to suffer or be victimised for the benefit of the whole without fair compensation. And last, though not least, the Flint Glass Makers have obtained a rise of wages in several places since the "lock-out," and are at present on the best terms with their employers, who also are benefited by having the power to select workmen from the list for work, and may be supplied with such men as they want from any part of the kingdom, by applying through the proper officers of the society, and paying the proper wages and cost of travel—always provided those men are willing to accept the employer's offer.

Such is a brief sketch of the conditions deemed by the productive classes, as necessary to insure *their industrial success*, for which they will struggle, maintain, and improve,

* The number of members according to last report is 1,300.

until a more rational system, based on social science, is established for the organization and co-operative employment of skill and labour.

In submitting the general sentiments entertained by the industrious productive classes, let it not be supposed that they are dogmatic, or prejudiced in support of their own views and experience. No, they are willing to hear, to learn, and to discuss whatever may be submitted for their own and their country's good.

Material Conditions for Industrial Success.

In conclusion, it may be affirmed that the material conditions of Industrial Success, nationally and individually considered, in a great measure depend on climate, soil, minerals, and metals, with facilities of transport, import, and export, by means of roads, rails, rivers, and seas, and especially by the adoption of a sound representative national currency, based on real wealth for exchange.

The material conditions for Industrial Success superabundantly exist in Great Britain; we have generally a healthy climate, minerals and metals of the most useful kind, for quantity and quality unexcelled, and a sufficient extent of good average soil sufficiently extensive under proper cultivation, to raise food for a population double our present number; our roads and rails and aquatic means of conveyance are unsurpassed, and we possess the skill and power to convert our raw materials into all the variety of useful and ornamental wealth for man and society. But with all these favourable conditions it must be admitted that preventable ignorance, poverty, crime, and misery prevail to an alarming extent, and that until measures to eradicate these be adopted it cannot be said that as a nation we have reached the goal of Industrial Success.

Remedy for Industrial Evils.

It may be asked what is the remedy for these preventable evils? We briefly reply, *a co-operative organization of labour and society, in accordance with the laws of human nature and social science, under which all shall be usefully employed and rationally educated.* These and these only are the primary and rational conditions for Industrial Success.

A. CAMPBELL.

XIII.—CORRESPONDENCE forwarded to the TRADES UNIONS COMMISSIONERS by Messrs. POTTERS & TAYLOR, of Manchester.

Messrs. Potters & Taylor to the Trades Unions Commissioners.

TRADES UNIONS AMONGST MERCHANTS AND MANUFACTURERS.

The following correspondence has taken place in regard to a proposal to establish a minimum selling price for the goods manufactured by Messrs. MARSHALL & Co., Leeds, which has been assented to by most of the leading firms in the home trade in this city.

Manchester, 24th July 1867.

Messrs. Potters & Taylor to Messrs. Marshall & Co.

GENTLEMEN, June 20, 1867.

YOUR agent has called upon us to-day, and whilst disclaiming anything that should seem dictatorial, has intimated to us pretty clearly that you can only continue to supply your goods to such houses as will enter into a trades unions, with a view of obtaining a certain fixed price for your goods.

We wholly object to enter any such trades union, and if we continue to keep your goods it must be on the distinct understanding that we are at liberty to sell them at such prices, and on such terms as we may deem expedient.

We are as much opposed to the system of "cutting up" the trade as any one can possibly be, but we are not on that account to be dragged into an illegitimate combination, to protect others who have done their utmost to promote a system under which they are now smarting.

If you are unwilling to continue business relations on these terms, please advise us by return of post,

And oblige, &c.

(Signed) POTTERS & TAYLOR.

Messrs. Marshall & Co., Leeds.

Messrs. Marshall & Co. to Messrs. Potters & Taylor.

GENTLEMEN, Leeds, June 22, 1867.

OWING to a mistake on the part of the post-office officials, your note of the 20th inst. is only to hand this morning.

Your remarks shall have our best consideration, and we will advise you presently as to our decision in the matter.

We are, &c.

(Signed) MARSHALL & Co.

Messrs. Potters & Taylor, Manchester.

Messrs. Potters & Taylor to Messrs. Marshall & Co.

GENTLEMEN, Manchester, July 5, 1867.

YOUR Mr. Whitwell has just called upon the writer, respecting the contemplated combination for the sale of your brown ticks in this market.

This matter has now passed into the hands of our firm, and must be arranged with them personally.

The writer further believes that ever since the receipt of your acknowledgment of the firm's letter of the 20th ulto. they have been looking for the promised reply. He therefore suggests that it will facilitate future business arrangements you will at once communicate with them on the subject.

We remain, &c.

POTTERS & TAYLOR,
THOS. ASHTON.

Messrs. Marshall & Co., Leeds.

Messrs. Marshall & Co. to Messrs. Potters & Taylor.

GENTLEMEN, Leeds, July 6, 1867.

WE beg to acknowledge receipt of your favour of yesterday's date, and will reply to it, and to your previous communication on the same subject, at the beginning of next week.

We trust that this delay will not incommode you.

Your most obedient servants,

(Signed) MARSHALL & Co.

Messrs. Potters & Taylor.

Messrs. Marshall & Co. to Messrs. Potters & Taylor.

GENTLEMEN, Leeds, July 8, 1867.

IT has been with much unwillingness that we have allowed your letter of the 20th ulto. to remain for so long a time without a more full reply.

The question was not, however, altogether in our hands for decision, and we hoped that, *as it had originated with our customers,* its settlement might be left in their hands, with the understanding that we should be ready to assist in upholding any arrangement upon which they might come to a mutal agreement. Such being the case, it seemed the readiest way of settling the matter by personal communication; and our agent in Manchester, acting under our instructions, has accordingly endeavoured during the past fortnight to act as a medium in carrying out the wishes of those who were anxious to see the satisfactory settlement of a question which affected, more or less, the interests of all parties.

We fear from the tenor of your Mr. Ashton's letter of the 5th inst., that our agent has not been altogether successful in satisfying you as to our views in this matter, arising, as we hope, from some misapprehension on your part as to the position in which we are placed in this negotiation, for we venture to anticipate that, on further consideration of the object, you will see fit to acquiesce on a course of action which has been so generally approved, and to which we have expressed our willingness to become consenting parties, *under pressure of our customers' wishes,* and from a desire to assist in carrying out a proposition which promised mutually beneficial results.

We are glad to observe your strong reprobation of the so-called "cutting" system in trade, and we hope that the good faith with which we trust that your neighbours will observe their undertaking, will lead, so far as our manufacturers are concerned, to a discontinuance of so objectionable mode of doing business.

We are, &c.

(Signed) MARSHALL & Co.

Messrs. Potters & Taylor, Manchester.

Messrs. Potters & Taylor to Messrs. Marshall & Co.

Memorandum.

From Potters & Taylor, Manchester,
To Messrs. Marshall & Co., Leeds. July 9, 1867.

YOUR letter of the 8th came to hand this morning, and was read by Mr. Taylor, but as he was about to leave for London, his reply thereto must be deferred a few days. Both Mr. Taylor and the writer thoroughly understand the nature of the combination your agent explained to us, and towards the end of the week Mr. Taylor will definitely express his views to you on the subject.

(Signed) THOS. ASHTON.

Messrs. Potters & Taylor to Messrs. Marshall & Co.

GENTLEMEN, Manchester, July 15, 1867.

WE cannot exactly gather from your favour of the 8th inst., whether or not you intend to decline the further supply of your goods unless we join the proposed trades union. Please favour us with a definite answer to this question by return of post. We may say our own determination not to enter any such illegitimate combination is unchanged.

We are, &c.
(Signed) POTTERS & TAYLOR.
Messrs. Marshall & Co., Leeds.

Messrs. Marshall & Co. to Messrs. Potters & Taylor.

GENTLEMEN, Leeds, July 16, 1867.

IF we are to understand from the tenor of your letter to hand this morning, that you decline to accede to the proposed arrangement for the adoption of a minimum selling price of our grey ticks, *we shall be very reluctantly compelled to act in uniformity with the wishes of all our other customers for these goods—and decline your orders for them.*

According to your request we give this definite reply to your inquiry, though we still hope that the necessity for this course of action may not be forced upon us.

Your most obedient servants,
(Signed) MARSHALL & Co.
Messrs. Potters & Taylor, Manchester.

Messrs. Potters & Taylor to Messrs. Marshall & Co.

GENTLEMEN, Manchester, July 17, 1867.

YOUR favour of yesterday is to hand, and we note its contents.

We much regret that a connexion which has been so agreeable and satisfactory in all respects should thus be brought to a close by an act which, in our view, is identical with the very worst features of trades unions.

We do not for a moment conceal from you the fact that it will be a serious temporary inconvenience to us to be deprived of your goods, but this will not induce us to recognize a principle which, at a lower level, and unchecked by education and social position, has produced such disastrous results at Sheffield.

The object of the proposed combination is artificially to raise the price of a commodity dealt in by those who are parties to the arrangement, and all dealers in that commodity who decline to join the combination are to be as effectually "rattened" as would be possible to the practised hands of Sheffield sawgrinders.

We infer from your letters that you have been reluctantly drawn into this matter by some of your customers, and, therefore, it is possible that the logical issues of such an arrangement may not have presented themselves to your minds. But you cannot be surprised to learn that, entertaining the strong views on the subject we do, and having from the outset regarded it, not only as embodying the trades union element, but as based on false principle of political economy, we should decline to enter such a combination.

We are, &c.
(Signed) POTTERS & TAYLOR.
Messrs. Marshall & Co., Leeds.

P.S.—We reserve to ourselves the right to use the correspondence as may appear needful to protect our interests, and we cheerfully give you liberty to do the same.

Messrs. Potters & Taylor to Messrs. Marshall & Co.

Memorandum.

From Potters & Taylor, Manchester,
To Marshall & Co., Leeds.

July 22, 1867.

PLEASE forward as under, and oblige:
25 pieces brown linen ticks, as specified.

Messrs. Marshall & Co. to Messrs. Potters & Taylor.

GENTLEMEN, Leeds, July 23, 1867.

WE have to-day received your order for 25 pieces of ticks, and have also an advice from our Manchester agent of your application to be supplied with 20 pieces from our stock in his hands.

We beg reference to our letter of the 16th inst., and are prepared to execute your order for these goods upon receiving your assurance that you will fix your selling prices at not less that the rates agreed to by our other Manchester customers, *who have made it a condition of their continued transactions with us, that we should withhold supplies from those who sell below these quotations.*

We are, &c.
(Signed) MARSHALL & Co.
Messrs. Potters & Taylor, Manchester.

Messrs. Potters & Taylor to Messrs. Marshall & Co.

GENTLEMEN, July 24, 1867.

WE beg to acknowledge receipt of your favour of yesterday.

The goods ordered on the 22nd were sold by our travellers before receiving advice to throw out the patterns of your goods, and we were unable to supply them from our stock; hence the application to your agency here. As soon as the matter was brought under our notice, we objected to hold any communication, under the circumstances, with an agent, and gave instructions that an order should be sent direct to Leeds, particularly as we entertained some hope that, on reconsideration, you might be inclined to withdraw from the false position in which we consider you have placed yourselves.

We are, &c.
(Signed) POTTERS & TAYLOR.
Messrs. Marshall & Co., Leeds.

P.S.—In taking leave of this subject, permit us to say that since our arrangement with you for a *progressive allowance on our account in proportion to the amount of business done*, we have never on any occasion deviated from our printed list price for the goods, which, including the allowance, has yielded an average profit of 5%. This shows that *we*, at any rate, have not been the people to "cut up" the trade.

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LONDON:
Printed by GEORGE E. EYRE and WILLIAM SPOTTISWOODE, ;
Printers to the Queen's most Excellent Majesty.
For Her Majesty's Stationery Office.